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THE  
**LABOUR  
GAZETTE**

PERIODICALS READING ROOM  
(Humanities and Social Sciences)



Published Monthly by the  
**DEPARTMENT OF LABOUR**  
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# DEPARTMENT OF LABOUR

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(Continued on page three of cover)

# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister

George V. Haythorne, Deputy Minister

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## Regulations under Labour (Standards) Code

*Regulations issued June 18; main provisions establish rules concerning calculation of hours of work in industries where work requires irregular distribution of worker's work hours*

Regulations under the Canada Labour (Standards) Code were approved on June 18. The Canada Labour (Standards) Code applies to all industries under federal jurisdiction.

The main provisions of the regulations are those establishing the rules under which hours of work may be calculated in industries where the nature of the work necessitates irregular distribution of an employee's hours of work. The general rule in the Code is that hours in excess of eight in a day and 40 in a week must be paid for at the rate of one and one half times the regular rate of pay. Where averaging is allowed, however, in accordance with the regulations, the hours of work for which an overtime rate has to be paid are not calculated on a daily or weekly basis, but at the end of the averaging period.

This is particularly applicable to the transportation industries.

The hours of work provisions of the Code came into force on July 1.

Averaging is permitted for any class of employees who have no regularly scheduled daily or weekly hours, or have regularly scheduled hours but the number of hours scheduled differs from time to time.

Where these circumstances prevail, the regulations provide that an employer can meet the standards of the Code if he selects an averaging period of a certain number of weeks and at the end of the period pays the overtime rate required by the Code for those hours each employee has worked in excess of the number of weeks in the averaging period multiplied by 40. For example, in a 13-week averaging period he would have to pay overtime for hours worked in excess of 520.

The regulations further provide a limit on the hours that may be worked even if the overtime rate is paid. The maximum number of hours an employee may work in a 13-week period is 624 hours, that is, the number of weeks in the averaging period multiplied by 48.

To adopt an averaging period of 13 weeks or less, an employer does not require approval, but must notify the Director of Labour Standards, Department of Labour, Ottawa, of the averaging period he has adopted. If he requires a longer period, for example, 26 or 52 weeks, he has to obtain the approval of the Minister of Labour for the averaging period.

The regulations will not affect more favourable conditions respecting the payment of overtime under any arrangement between employer and employee.

The regulations also cover such matters as weekly rest, employees under 17 years of age, general holidays, annual vacations, and board and lodging and other remuneration.

The Code sets minimum standards that include:

—a standard eight-hour day and 40-hour week, with overtime limited to eight hours a week and paid for at time-and-a-half.

—a minimum wage rate of \$1.25 an hour for all men and women over 17 years of age.

—two weeks annual vacation with pay after one year's service, or 4 per cent of wages as vacation pay for those with from 30 days to a year's service.

—eight statutory holidays with pay each year for each employee, or another full day off in lieu of the holiday.

The Code will apply to interprovincial or international rail and highway transport, primary fishing where fishermen work for wages, air transport, radio and television, shipping and services connected with shipping, banks, uranium mining, grain elevators, flour and feed mills and warehousing, seed cleaning mills, interprovincial or international pipelines and ferries, interprovincial or international telegraphs and telephones, and most Crown corporations.

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A draft of the first labour standards code for the Northwest Territories was presented to the Territorial Council in Yellowknife in June.

The code would provide for an eight-hour work day and 40-hour week for all employees, with a provision for up to 48 hours a week in special circumstances.

Other provisions are:

—a minimum wage of \$1.20 an hour;

—at least two weeks annual vacation with pay;

—time-and-a-half for work in excess of standard hours.

A survey by the NWT administration showed that about 45 per cent of employees now work more than 48 hours a week.

## 50 Years Ago This Month

*Unemployment heavy in Prairie Provinces and British Columbia in June 1915, despite small improvement in industrial and labour conditions. Few wage cuts but some reduction in hours*

Some improvement in industrial and labour conditions in June 1915 compared with May, was reported in the LABOUR GAZETTE for July of that year, but unemployment continued to be heavy in the Prairie Provinces and British Columbia.

Not much change in wages or hours was reported during the month. There was little actual cutting of wages, but reduced working time continued in many establishments, except in those "where activity was marked owing to war orders."

In a few cases, increases went into effect. "Workers at the Granby smelter, Grand Forks, B.C., received a voluntary increase of 25 cents per day owing to the increased price of copper, which brought the minimum being received by any class of labour up to \$3.25 per day. Increases also went into effect at some of the Rossland mines of 25 cents a day above the regular scale.

"At Vancouver some 2,000 labourers employed by the city had the standard rate of \$3 per day of eight hours reduced to \$2.25 per day. Reductions were also made in the salaries of policemen and other civic officials."

All over the country, but especially in the West, the building trades were especially hard hit by the depression. Railway construction was going on at a much slower pace than it had been. Agriculture, however, was providing a good demand for labour; and large numbers of men were being drawn into the army. Some were returning to Europe either for military service or for work in factories engaged in war work; a number of enemy aliens were in internment camps; and immigration was at a standstill.

The Montreal correspondent said, "Four hundred applicants for engagement in armament and shipyard work in England have registered their names at the City Hall. Of this number, 80 per cent are natives of Great Britain and 10 per cent Frenchmen or French-Canadians, the rest being half Belgians and half other European nationalities. By trade, 200 are machinists, 100 boiler-makers, shipwrights or ship carpenters, and the remainder blacksmiths, coppersmiths or moulders. They will be examined on July 10."

The same correspondent said that there had been "a continual exodus to the Spirit Lake camp of alien enemies, chiefly Austrians

and their families during the month. Recruiting has also taken a very large number out of the city, French, Belgian and Russian reservists have gone in great numbers. Five thousand French-born residents have left since the war began. . . .

"From the Grand Trunk and Canadian Pacific Railway offices 1,200 and 1,500 men respectively have gone, and the Canadian Northern has contributed its quota. . . . Italian soldiers have been called to the colours, and part of 3,000 Montenegrins have already come here to be transported to Three Rivers to await transportation to the front."

The Hamilton correspondent said that the industrial commissioner had received applications from about 500 mechanics who were anxious to go to Britain to work on war munitions.

The correspondent from Fernie, B.C., said, "A peculiar situation developed throughout the mining camps of the Crow's Nest Pass during June when the miners of British extraction assumed a hostile attitude towards their Austrian and German co-workers, and positively refused to continue working underground with these enemy aliens."

After some cessation of work had taken place at the mines in consequence of this agitation, "the authorities immediately intervened and interned all single miners, and all married miners of enemy nationality not having families in Canada. This compromise was accepted, and the men returned to work."

A similar situation occurred at the mines at Hillcrest and Coleman, Alta. At Hillcrest, "an arrangement whereby the objectionable aliens were temporarily excluded to the benefit of the British and their allied co-workers, was accepted and operations resumed." At Coleman, a mass meeting was held, "at which a resolution was passed unanimously that there would be no discrimination against the alien enemies, of whom it is estimated there are considerably less than 100 at this particular camp."

In this journal's report on retail prices the following items occurred: Bread rose at Sorel, Que., from 3½ cents per pound to 4 cents; tapioca was reported lower at London, Ont.; prunes were higher in price at Newcastle, N.B., and lower at Vancouver; coffee rose at New Westminster; vinegar remained steady; and coal oil rose at Vancouver.

## NOTES OF CURRENT INTEREST

### Government Plans Payments to Laid-Off Auto Workers

A plan under which the federal Government will pay up to \$75 a week to auto workers laid off as a result of the re-organization following on the Canada-United States Automotive Agreement was outlined in the Commons on June 28 by Labour Minister MacEachen. He named the plan the "Transitional Assistance Benefit Program."

"These workers should not be asked to bear the entire financial burden of their unemployment," the Minister said. "Because the economy as a whole will benefit from the Agreement, it is reasonable that the people of Canada and the automotive companies assist the workers in meeting their adjustment problems."

At the same time, Hon. C. M. Drury, Minister of Industry, announced that the Government was setting up a \$10,000,000 loan fund to help finance the expansion of small auto parts companies that would have to increase their manufacturing capacity to take advantage of the Agreement.

The Minister of Labour said the program would provide benefits varying between 62 and 75 per cent of the worker's weekly pay, depending on the number of his dependants. The benefits, however, would not exceed 65 per cent of the average weekly wages in the industries concerned—which works out to about \$75.

The duration of benefit will be based on the length of employment in the industry, and can be up to one year and a half.

To be eligible for the minimum "transitional assistance benefit"—or TAB—the Minister explained, a worker must have had at least 30 weeks of employment during the 52 weeks immediately preceding layoff, and must also be eligible for unemployment insurance benefits.

Some of the workers laid off, said Mr. MacEachen, would normally be eligible for

supplementary unemployment benefits (SUB) paid out of funds built up by payments from the companies under collective agreement provisions. Under these plans, SUB payments would not be made if the TAB, plus unemployment insurance benefits, equalled or exceeded 62 per cent of the worker's pay, plus a maximum of \$6 for dependents.

In these cases, under the TAB plan, the companies would be relieved from paying SUB to their workers. It was the Government's view, therefore, that since the companies would also be receiving direct financial benefits under the automotive agreement, they should meet part of the financial burden of the lay-offs.

Accordingly, the companies that had SUB plans would be asked to contribute to the TAB fund an amount equivalent to what they would have had to pay to workers eligible for SUB; and the payment of TAB to workers eligible for SUB would be conditional upon such payments into the TAB fund by those companies.

The loans to the auto parts industry will be made at 6 per cent interest, repayable in 10 or 20 years depending on the type of project.

Both the Labour and Industry Department programs are designed to mitigate the short-term dislocations expected to occur while the auto companies make the adjustments necessary for large production runs.

Mr. Drury said that, under the Automotive Agreement, production in Canada would increase by several hundred million dollars annually, and employment in the industry would grow accordingly. "Motor vehicle manufacturers and many parts manufacturers have already announced major expansion plans," he added.

### U. of T. Industrial Relations Centre Plans Founding Conference in Oct.

A three-day founding conference of the Centre for Industrial Relations at the University of Toronto, with the theme "Industrial Relations in the Next Decade—Challenges and Responses," will be held from October 13 to 15.

A wide range of industrial relations problems will be dealt with by an outstanding group of session chairmen and speakers.

The keynote speaker at the opening session will be David A. Morse, Director-General of the International Labour Office. He will be introduced by Hon. Allan J. MacEachen, Minister of Labour. The chairman of the

opening session will be Dr. Claude Bissell, President, University of Toronto.

H. Carl Goldenberg, well-known mediator, will be chairman for the second session, when the topic will be "Collective Bargaining Challenges and Responses." The speakers will be Professors Frederick H. Harbison, Director, Industrial Relations Society, Princeton University, and Arnold R. Weber, Graduate School of Business, University of Chicago.

Two afternoon sessions will be held concurrently on October 14. One deals with "New Concepts in Organization Theory." Prof. Sydney Maxwell, School of Business,

University of Toronto, will be chairman. The speaker will be Prof. Wilbert E. Moore, Sociologist, Russell Sage Foundation.

The other session, "Challenges and Responses in the Law of Labour Relations," will be under the chairmanship of Prof. H. D. Woods, Dean of Arts and Science, McGill University, and the speaker will be Prof. Bora Laskin, Faculty of Law, University of Toronto.

At a session in the evening of October 14, Dr. W. R. Dymond, Assistant Deputy Minister, Department of Labour, will be chairman. The speaker will be Prof. James R. Bright, Graduate School of Business Administration, Harvard University. His topic will be "Wage Adjustments to Automation."

The final session, on October 15, on "The Poverty Challenge and Responses to It" will be under the chairmanship of Dr. John Deutsch, Chairman, Economic Council of Canada. The speakers will be Jack T. Conway, Deputy-Director, United States Office of Economic Opportunity, and Hon. Maurice Sauvé, Minister of Forestry.

## USW To Study Possibility Of Federal Safety Act

Canadian members of the United Steelworkers of America decided at their policy conference in Toronto in May (L.G., June, p. 492) to set up a committee to study the possibility of a federal safety act in Canada. It would be designed to provide uniformity in industrial safety measures.

The committee will study also the possibility of inserting a section in the various Industrial Safety Acts in Canada, providing protection of employment for those unholding provisions of the Act.

A further resolution urged that federal and provincial governments accept responsibility for administering retraining programs to maintain the present standard of living. Another urged that no worker be forced to accept a lower income because of automation.

Resolutions were passed to expand apprenticeship programs with a sliding scale of educational standards applicable to each trade, and to provide greater employment opportunities for youth through negotiation of apprenticeship programs for all crafts.

Other resolutions urged that: (1) unions bargain for extended vacations; (2) employers pay the full cost of health services for pensioners and dependents; (3) local union bargaining committees negotiate for group dental programs in collective agreements; (4) unions have the right to investigate mining fatalities, submit a report with recommendations to the Minister of Mines, and be advised when action has been completed on

the recommendations; and (5) it be made mandatory that employees who have temporary or permanent partial disability, and are off work over the time specified by the Workmen's Compensation Act, either be taken back or compensated at 100 per cent of their regular pay.

The conference also passed a resolution urging that any hospital bills incurred by an employee be tax deductible.

## House-Building Incentive Program Has Altered Seasonal Pattern

The Winter House-Building Incentive Programs of 1963-64 and 1964-65 have completely altered the seasonal pattern of activity in house construction.

The influences these programs have had is clearly stated in the 1964 edition of *Canadian Housing Statistics*, annual publication of Central Mortgage and Housing Corporation:

"So long as these programs continue," it reads, "seasonal adjustment based on experience prior to the introduction of these programs is not valid."

As a result, the Corporation has changed the basis for the seasonal adjustment of series relating to house-building activity and to applications for NHA loans.

## One-Man Tribunal Replaces Railway Board of Adjustment

A one-man tribunal, Magistrate J. A. Hanrahan of Windsor, Ont., will replace the old Canadian Railway Board of Adjustment No. 1 that was abolished in 1964 after being in operation for 45 years (L.G., May 1964, p. 371). Magistrate Hanrahan retired in June from the post of senior magistrate of Essex County.

The two main Canadian railways and four of the large railway unions have agreed on the formation of the new procedure for obtaining final and binding decisions on employees' grievances.

The agreement under which it is set up is the result of 18 months of private negotiations involving the Canadian National Railways, the Canadian Pacific Railway, the Brotherhood of Railroad Trainmen (CLC), the Brotherhood of Locomotive Engineers (Ind.), the Brotherhood of Maintenance of Way Employees (CLC), and the Transportation Communications Employees Union (CLC).

The Minister of Labour, Hon. Allan J. MacEachen, was the intermediary between the parties in establishing the Canadian Railway Office of Arbitration, after the four rail unions had made representation to him.

## Marcel Pepin Elected President of CNTU

Marcel Pepin, secretary-general of the Confederation of National Trade Unions since 1961, was elected president on June 12, succeeding Jean Marchand, who resigned the post at the age of 46.

Mr. Marchand had been president since 1961, and before that had been secretary-general since 1947. It is reported that he will probably remain with the CNTU as an adviser.

Robert Sauvé, 33 years of age, was elected to succeed Mr. Pepin as secretary-general. Mr. Sauvé has spent five years with the CNTU, after three years' service with the combines investigation branch of the federal Department of Justice.

In his acceptance speech, Mr. Pepin announced that the Confederation would start its own war on poverty, and that a first step in the campaign would be a research program into "an absolutely deplorable social reality." The second step would be the preparation of plans for an energetic and sustained battle against the causes of poverty in Quebec.

### Marcel Pepin

Marcel Pepin, who was born in 1926, is the son of a leatherworker. He grew up in Rosemere and St. Henri in Montreal, and after receiving a B.A. degree at the Montreal Seminary, he went on to Laval University's faculty of social sciences, where he received a Master's Degree in industrial relations.

He first served the labour movement in the summer of 1948 when he spent his holidays as an organizer with the National

Federation of Textile Workers. The following January, he engaged in part-time work with the National Metal Trades Federation, and after his graduation in 1949 he became a full-time employee of the organization.

Mr. Pepin later became director of technical services and secretary of the Federation, and in 1961 succeeded Jean Marchand as secretary-general of the CNTU.

### Jean Marchand

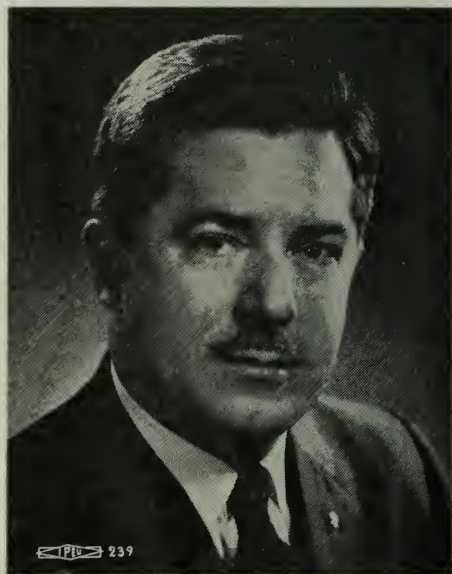
Jean Marchand was born in Champlain, Que., on December 20, 1918. He studied at St. Jean Baptiste Academy and at the Quebec Commercial Academy, and is a graduate of Laval University.

Mr. Marchand's active association with the labour movement began in 1942 when he became organizer for the National Federation of Pulp and Paper Workers. In 1943 he was elected secretary of the union, and a year later became organizer for the CNTU. In this position, he was engaged in reorganizing asbestos mine workers. In 1945, he took the post of technical adviser to the Confederation for the Montreal region.

Mr. Marchand was recently elected vice-president of the International Confederation of Christian Labour Unions. He has served on a number of public bodies, and is now a member of the Royal Commission on Bilingualism and Biculturalism, and of the Quebec Economic Planning Advisory Council. It has been rumoured that he will go into politics, but he recently denied that he had any immediate intention of doing so.



Marcel Pepin



Jean Marchand

## Leadership of Three Unions Changes in First Half of 1965

Important changes are taking place in the leadership of American labour that may have widespread effects on the structure, policies, and behaviour of unions whose combined membership is in the millions.

In the first of three changes in the leadership of unions that have taken place so far this year, Paul Jennings succeeded James B. Carey as president of the International Union of Electrical Workers.

On June 1, I. W. Abel became president of the United Steelworkers, succeeding David J. McDonald whom he defeated by a narrow margin in a union election held in February.

On July 1, P. L. Siemiller succeeded Albert J. Hayes, who retired as head of the International Association of Machinists at the age of 65.

Another change is foreshadowed in the announcement that O. A. Knight, President of the Oil, Chemical and Atomic Workers, will not seek re-election in August.

### James B. Carey

James B. Carey resigned the IUE presidency early in April, 24 hours after the U.S. Department of Labor had issued a statement that the union's five-man board of trustees had falsely declared him to have been re-elected to the office last December.

Paul Jennings, a member of the union's executive board and Mr. Carey's rival in the election, became president the next day, and will serve the four-year term begun by Mr. Carey on January 1. Mr. Jennings was shown by the Department's investigation of the election to have won by 23,316 votes out of more than 130,000 cast; the trustees had declared Mr. Carey the winner by 2,193 votes.

In announcing his resignation, Mr. Carey disclaimed any knowledge of a miscount of votes by union trustees, and he said that he was "deeply shocked" by the charges of irregularities.

Mr. Carey had been president of the International Union of Electrical Workers since he helped to found it in 1949 when the United Electrical Workers was ousted from the CIO for alleged Communist domination. Previously, he had served as secretary-treasurer of the CIO under Philip Murray.

### David J. McDonald

After declaring that he would file protests against irregularities that he alleged had occurred in the United Steelworkers election in February, irregularities that he had already asked the union's executive board to investigate, David J. McDonald announced that

he would not proceed with this action nor lodge any protest with the U.S. Department of Labor. I. W. Abel, declared winner of the election by 10,142 votes (308,910 to 298,768), assumed office on June 1.

David McDonald's career in organized labour began 42 years ago. When Philip Murray, then vice-president of the United Mine Workers, was appointed director of the Steel Workers Organizing Committee, David McDonald, who had been Mr. Murray's secretary in the UMW, was made secretary-treasurer. When the SWOC was formally organized as the United Steelworkers in 1942, Mr. Murray was elected president and Mr. McDonald secretary-treasurer. When Philip Murray died in 1952, the Steelworkers' executive council named Mr. McDonald acting president, and his appointment was later confirmed by a referendum vote of the members of the union.

### Albert J. Hayes

A. J. "Al" Hayes was president of the International Association of Machinists since 1949. He had been on the staff of the Grand lodge in 1935. A vice-president of the AFL-CIO and of its Industrial Union Department, he is chairman of two AFL-CIO committees, the Ethical Practices Committee, and the Internal Disputes Committee.

It was the Ethical Practices Committee that drafted the AFL-CIO Ethical Practices Code, which has brought about the expulsion of undesirable elements from the labour movement. And it was the Internal Disputes Committee that drafted the constitutional amendments that established the procedure to settle jurisdictional disputes between affiliated unions.

The first no-raiding and mutual assistance pact between two international unions was signed in 1954 by Mr. Hayes of the IAM and Walter Reuther of the United Auto Workers. This agreement paved the way for the eventual merger of the AFL and the CIO.

## Postal Workers Form Brotherhood To Bargain for Letter Carriers

The Canadian Postal Employees Association, the Federated Association of Letter Carriers, and the Canadian Railway Mail Clerks Federation have banded together for purposes of collective bargaining.

Under the banner of the Postal Workers Brotherhood of Canada, representing most of the country's 22,000 postal employees, they will act as bargaining agent for all mail-handling employees of the Government when collective bargaining is established in the federal public service.

The negotiating committee, which will bargain with the Government on pay and working conditions, will consist of five members of each of the three groups in the Brotherhood.

Officials elected were: Frank Standing, FALC, president; Joe Belland, mail clerks, vice-president; and Godfroy Côté, CPEA, secretary-treasurer.

## NES Has Already Opened Office To Serve Expo 67 Exhibitors

Although Expo 67—the Canadian Universal and International Exhibition—does not

open in Montreal until 1967, a National Employment Service office of the Department of Labour has already begun operating as a free service to all exhibitors, Canadian or foreign.

With a full-time staff, NES is prepared to cope with the demand and supply of personnel of every type that will be created by the World Exhibition.

At present the staff is in temporary quarters with other exhibition personnel, but they will be located in a permanent office in the administration building in the near future.

## In Parliament Last Month

*(page numbers refer to Hansard)*

On June 7 the Prime Minister made a statement about three major changes that the Government proposed to make in the program in operation under the Department of Industry Act to raise employment and income and to widen economic opportunity in designated areas of Canada (p. 2022).

The first change, the Prime Minister said, would provide for outright grants to manufacturing and processing enterprises establishing or expanding in these areas. These grants would be based on the size of the capital investment, and the maximum grant would be \$5,000,000 for any one project.

The second change concerned the inclusion of certain manpower measures, including planning to meet long-term manpower needs, and assistance by the Department of Labour to the provinces in devising new training methods and expanding existing ones.

The third change proposed by the Government would be an extensive revision and broadening of the areas to which the measures applied.

On June 17 a measure to amend the Income Tax Act was introduced in the Committee of Ways and Means (p. 2528). Changes proposed would provide, among other things:

—For 1966 and subsequent taxation years, reduction of the income tax paid by an individual by 10 per cent of basic tax or \$600, whichever is less; and for the 1965 taxation year, by the lesser of 5 per cent or \$300.

—Deduction from taxable income, under certain conditions, of the amount spent for support of wholly dependent nephew or niece.

—Deduction from taxable income, for 1965 and later taxation years, of an amount not exceeding \$550 for support of dependent aunt or uncle.

—Abolition of the deduction of \$500 now allowed to a taxpayer who has reached the age of 70 for those below that age who become eligible for old age security pension.

—Deduction from taxable income, in addition to the standard deduction of \$100 for medical expenses and charitable donations, of membership dues in a trade union or professional association.

On June 11, the Minister of Finance tabled a statement relating to the Canada Student Loans Plan, which showed that on April 1, 1965, 41,284 students had been assisted, and the total amount of loans authorized was \$26,265,941 (p. 2251).

On June 18, the Minister of Fisheries moved a resolution introducing a measure to amend the Fisheries Improvement Loans Act to increase the maximum loan to a fisherman from \$4,000 to \$10,000 and the maximum repayment period from eight to ten years (p. 2626). After debate, Bill C-121, to amend the Act accordingly, was introduced and given first and second readings (p. 2645).

On June 4, the Minister of Labour stated that he had been informed by the Chairman of the Board of Trustees of the Maritime Transportation Unions that Harold Banks had been removed from the post of president of the Canadian Seafarers Building Corporation Limited at the same time as he had been dismissed from the post of president of the Seafarers' International Union of Canada on March 18, 1964 (p. 1981).

# 94th Annual General Meeting of the Canadian Manufacturers' Association

*Labour-management co-operation increasing, number of disputes decreasing, export sales up 36 per cent over 1964, Canada's economic outlook promising, speakers tell 1,600 CMA delegates*

"Priorities for Progress" was the theme of the 94th annual general meeting of the Canadian Manufacturers' Association, held in Toronto on June 6, 7 and 8, and attended by more than 1,600 delegates from across Canada.

The industrial relations conference at this year's sessions examined collective bargaining and employee training and growth, under the general headings, "Designs for Stability" and "Motivation and Development."

One plenary conference, dealing with "The Critical Path of Progress," was addressed by Hon. C. M. Drury, Minister of Industry and Defence Production, Ottawa, who spoke on technology and economic growth.

Hon. Mitchell Sharp, Minister of Trade and Commerce, Ottawa, was one of the principal speakers at a conference on world trade. Other conferences dealt with world affairs, transportation and business planning. Only those covering industrial relations and economic growth are reported here in detail.

The new CMA president elected at the meeting for the 1965-66 term is Humphrey B. Style, chairman of the board, John Inglis Co. Limited, Toronto.

## President's Address

Another 500,000 Canadians have joined the country's work force since the current economic upswing got underway in 1961, said A. A. Cumming, retiring CMA president, in his address to the meeting.

Also worth noting, he said, is that "the average hourly-rated employee in Canadian manufacturing is today earning over 44 per cent more than he did 10 years ago, although the consumer price index has risen by only 17 per cent in the same period."

Mr. Cumming said he found it significant that this increased employment occurred in a period during which a great deal has been said about the supposed threat to men's jobs posed by automation and swiftly-advancing technology.

I do not mean to discount the legitimate concern expressed in some quarters that we have not yet done all we need to do to prepare ourselves for the more automated age which is fast approaching. However, I do not think that this kind of concern has anything in common with the alarmist predictions of those who, for the most part, appear to me to have had a minimum of practical experience of industry and its problems.

Referring to the importance of equipping employees, through training and retraining, to meet the changing job requirements imposed by an advancing technology, the speaker emphasized that the majority of delegates were aware that industry, no less than government, will have to play a major role in upgrading the skills, or otherwise help to adjust those whose employment has been affected in one way or another by the machine.

Meanwhile, let us not neglect to reassure employees who may be prey to unwarranted fears. It requires no great knowledge of history to drive home the essential truth, which is that the machine is a liberator, not a job-consuming monster.

Mr. Cumming observed that although the past year had seen its share of local labour-management disputes, there had been no seriously-prolonged, industry-wide strikes to blight the scene.

For the most part, labour-management relations in manufacturing have, I think, continued to be good, and we can note with some satisfaction a growing realism on the part of many of those responsible for the leadership of organized labour. Since labour can manifestly be seen to be sharing in the gains which come from rising productivity and general prosperity, it would be strange indeed if it were otherwise.

Biggest export success story of last year, reported Mr. Cumming, was the 36-per-cent jump in the value of our foreign sales of fully-manufactured goods compared with the preceding year. "This was no one-shot affair," he continued, "for our 1964 sales of such exports were no less than double what they were in 1961."

One of the main reasons why sales both at home and abroad have been so good, he said, is that "our costs have risen less steeply in recent years than those of many of our competitors."

Canadians are "buying Canadian," he added, not out of any sense of obligation but because the Canadian product is the better product.

As our population grows—and we are rapidly approaching the 20-million mark now—and as incomes rise, we have every reason to hope that further reductions in the unit cost factor will mean even bigger sales here at home.

We are still a long way from the kind of mass market advantages enjoyed by some other major industrial nations, but even so we are

increasingly showing our competitive mettle not only at home but in the market-places of the world.

Another major development during 1964, said Mr. Cumming, was the appearance of the first annual report of the Economic Council of Canada—"a body which many people expect will exercise a considerable influence on important decisions of both industry and government in the months and years ahead."

The Council's report has been widely discussed, he noted, and had served to make thoughtful Canadians more fully aware of the formidable goals which must be achieved over the next four or five years in the fields of employment, education, productivity, technology and international salesmanship.

The Council having been established by government, we must certainly hope that its recommendations will be given due weight by Ottawa when it comes to formulating policy. It would be quite ludicrous if, having created such an expert body, the federal authorities were to be either at cross purposes with it or blithely proceed to disregard some of its more essential thinking altogether.

On the subject of the recent automotive agreement, Mr. Cumming expressed the hope that the U.S. Congress would soon ratify it. At the moment, he pointed out, the U.S. is reaping all the advantages.

The speaker noted also that both labour and the general public were developing a better understanding of the role capital in-

vestment plays in providing jobs and bettering the lot of all Canadians.

Some may think that in so saying I am being rather optimistic, but it seems to me significant that the improvement in corporate profits since the Sixties really got rolling has not drawn the amount of abusive, misinformed fire which it might have done, and which at an earlier time I am sure would have done. I take this as evidence that the connection between improved corporate profits, more jobs and higher wages has not gone unnoticed by the man in the street.

Mr. Cumming thought that the CMA's annual breakdown of the manufacturers' sales dollar, and the widespread publicity given the narrow five-cent profit over the past 17 years had contributed to this growing public enlightenment.

At any rate, it is something that not quite so many Canadians today believe that the manufacturer averages something like 25 or 30 cents in each dollar of sales.

Turning to the subject of Canadian unity and nationalism, Mr. Cumming said he believed that a far better understanding was developing between French- and English-speaking Canadians, despite the existence of differences and controversy.

In my opinion, these differences will eventually be bevelled smooth for the good and simple reason that both parties have exhibited a genuine spirit of tolerance and a willingness to listen to reason.

This evidence of basic patriotism, this display of common-sense co-operation between our founding races will, I know, result in a stronger, freer Canada building into the future of a solid bedrock of mutual respect.

## INDUSTRIAL RELATIONS CONFERENCE

### "Designs for Stability"

Hon. H. L. Rowntree

Continuing consultation and co-operation by labour and management on the major problems they face in common will not do away with the power relationship, but does ensure that power will be used intelligently.

As for collective bargaining, if labour and management fail to keep it working by adapting it to new challenges as they arise, there will be a greater degree of government intervention in the affairs of business and industry.

These are the views and forecast of Hon. Leslie Rowntree, Ontario Minister of Labour, as he expressed them in the opening address of a session titled "Designs for Stability" at the Industrial Relations Conference of the CMA annual meeting.

Despite recent criticism that collective bargaining is "obsolete," he continued, the many new approaches that are being developed indicate that the effectiveness of free collective bargaining will be improved.

Mr. Rowntree said that where public interest is clearly involved in a labour-management dispute, this fact must be taken into account by both parties at the bargaining table. Where public interest is not a factor, he added, the parties are free to pursue their own economic objectives as they see fit.

The speaker cautioned that it would be unrealistic to expect major economic and social problems to be solved entirely by unions and management.

While I believe the area of private decision-making in employment relations should be exploited as widely as possible, I do not wish to see an effective institution such as collective bargaining destroyed by requiring it to deal with matters that lie beyond its scope.

Mr. Rowntree cited evidence that, in the past few years, bargaining has functioned better than during any period since World War II:

Time lost through strikes decreased by 33 per cent since 1960, compared with the average loss between 1945 and 1949. There is increasing consideration by both parties for

the economic and social impact of their settlements. And there have been some outstanding examples of more creative, constructive and co-operative bargaining relationships—notably the Domtar labour-management conferences.

If industry's problems were worked out by means of the joint problem-solving approach, said the Minister, the method would yield improvements in collective bargaining itself.

Mr. Rowntree also asked employers to re-examine their attitudes toward the older worker. "To relegate older workers to a position of secondary importance is to ignore a vast storehouse of human knowledge at a crucial time in our province's development."

### Harold J. Clawson

"The recognition of unions as collective representatives of employees (when they have been freely chosen by them) is now not merely a matter of law but has been almost universally accepted by management. This relationship is now an indigenous part of the industrial scene—in other words, unions are not only here to stay, but they play an important role in our economy as a whole and in employee relations at the plant level."

With the foregoing as his premise, Harold J. Clawson, Vice-President of Personnel for the Steel Company of Canada, Limited, Hamilton, Ont., examined the industrial relations scene in Canada during an address on the subject of "Collective Bargaining—A Reappraisal."

Management sees five major defects in labour's approach to bargaining, according to Mr. Clawson:

—The first of these is the "ritual of exorbitant demands" whereby labour makes 300 demands costing perhaps \$1 per hour.

"Despite the fact that virtually no one believes them, and that sophisticated bargainers, including union men themselves, regard them as a bit of a joke, unions persist in maintaining this ritual."

Some argue that no harm is done, since the demands are whittled down at bargaining time. However, continued Mr. Clawson, when the union membership repudiates the settlement, union leaders lose face, and a "wholly needless" strike often results, even though a fair and reasonable settlement was available."

—A second fault is the presence among union leaders of forceful social reformers who zealously long to remake society and establish a reputation as innovating labour statesmen. The demands made by such people may adversely affect the entire economy of the country, Mr. Clawson said, but may be imposed despite their limitations, through the exercise of undue bargaining power.

An example cited by the speaker was the "extended vacation plan" or "sabbatical leave plan" designed to solve unemployment in the U.S. steel industry.

It is ironic that within a year after this plan was negotiated, and before it even commenced to operate, industry began to develop a labour shortage, and the problem thus became accentuated by the plan.

The point is that in delicate areas of this type—for example, unemployment—which have ramifications throughout the economy, the issues may be too important or too complicated to be left to private decision-making through the process of collective bargaining.

—The third defect is "pattern bargaining," said Mr. Clawson. Because one union or one local is successful in getting a particular benefit, other locals and other unions become intent on imposing the same condition on other bargaining units, even though it may be entirely inappropriate either on financial grounds or in terms of needs.

This is compounded in industry-wide bargaining where every company and all employees in the industry are placed into the strait-jacket of settlements designed for and acceptable to a few of the leading firms.

Unless unions become more inclined to take individual company circumstances into account, the number of smaller firms forced to close by unduly harsh union demands is bound to increase.

—The fourth defect Mr. Clawson termed the "revolt of the rank and file against a developing authoritarian attitude which is probably to be expected as a result of growth and present bigness of unions."

### *Responsible Leadership*

Mr. Clawson added that he thought the majority of union heads were giving responsible leadership, even, at times, risking their popularity with the membership to do so. The membership revolt, he said, is further manifested in frequent failures to ratify settlements, and the ousting of long-entrenched leaders in union election campaigns.

—Defect five, the biggest threat of all, according to Mr. Clawson, is "crisis bargaining" toward an arbitrary strike deadline under the doctrine of "no contract, no work." This approach, he said, particularly in relation to some of the difficult and important issues which are now facing labour and management, cannot result in sound, well-thought-out and well-executed solutions.

While the strike, including the right to strike, must remain the final arbiter, the use of the "automatic" strike, which does not require a specific decision to engage in a strike, amounts to a form of coercion, the speaker said, and will result in the destruction of free collective bargaining. The problem of "crisis bargaining" is bigger in the U.S., but even there, government is pressing for "cooling off" periods.

Referring to new techniques being developed to improve the bargaining process—such as the human relations committees or “continuous bargaining” which has recently gained popularity in the U.S.—Mr. Clawson said he thought the Canadian system, which gives labour and management more time and mediatory assistance, is making greater contributions to constructive collective bargaining.

The speaker emphasized that labour and management must together find cures for the many defects and abuses of collective bargaining, if they are not prepared to accept the alternative of increasing and “decisive government intervention.”

While employers must retain the function of management (even the union and employees would suffer if this responsibility were given up by default), there are many areas where information sharing, exchange of views, and even, on some subjects, consultation during the term of the agreement, could make for a more constructive collective bargaining relationship.

In spite of its inequities and problems, the speaker continued, free collective bargaining has, if viewed in historical perspective, made substantial social and economic contributions to our free enterprise system. “If we don’t preserve it, we may find imposed on us substitutes which would bring far more inequities and problems.”

Solutions to some of the more undesirable characteristics of collective bargaining will require a high degree of statesmanship on the part of organized labour, management and governments, said Mr. Clawson. Government’s role, as he sees it, is to provide the basic rules within which labour and management are free to seek their own solutions—and exceptions to this should be made only sparingly.

They should refrain from legislation on matters that are properly subject to collective bargaining. They should try to abstain from becoming unduly involved in the cult of tripartitism. Increased labour-management co-operation is a “must” in the years ahead, but if the government becomes too much involved in such projects, it may well inhibit true co-operation, and in any event might well lead to a type of compulsory co-operation which is a contradiction in terms.

### *Resist Temptation*

Mr. Clawson suggested that governments should resist the temptation to enact new legislation every time a union delegation presents it with a list of “militant resolutions” passed at a union convention. He also suggested that governments must similarly resist management requests for legislative remedies.

The speaker next examined the weaknesses and deficiencies of management, and proposed ways in which employers could assist in making improvements in the machinery

of collective bargaining. “Employers must relinquish attitudes and postures of the past and recognize and respect the status of unions.”

Management also has a duty to resist unreasonable demands, Mr. Clawson continued, and to exercise positive and realistic leadership in establishing wage and benefit policies. Management is at a slight disadvantage here owing to the nature of collective bargaining, he said. If employers take too much initiative in this area, and attempt to put on the table what they think is fair and reasonable, the union will often consider this a floor from which to bargain further. Or, if the company has gone all-out and sticks to its offer, it will be charged with failing to bargain in good faith.

Management can also contribute to the maturity of industrial relations—and serve the public interest—by ensuring that collective bargaining is a two-way street. No employer can either survive or earn respect, said Mr. Clawson, if he is supine at the bargaining table or adopts a purely defensive role.

The speaker also warned management to avoid emotional reactions to union demands, and to take positions based more on realistic objectives than on political or emotional arguments.

Concluded Mr. Clawson: “In short, increased co-operation between management and labour in certain areas can contribute to a lessening of some of the problems of collective bargaining. But steps in this direction will fail and bring disillusionment if we overlook the fact that conflict—or the adversary approach—is inherent in the collective bargaining process. If we get rid of this, we also get rid of collective bargaining.”

### *Eliot Janeway*

In an address titled “Economic Objectives and Collective Bargaining,” Eliot Janeway, president of the Janeway Publishing and Research Corp., New York, and director of Galt Malleable Iron Limited, Galt, Ont., predicted that the next steel labour contract in the U.S. would follow the pattern of the auto labour contract of 1964 (L.G., Oct. 1964, p. 850).

The auto settlement was reached on the national level with “relative ease”, said Mr. Janeway. The trouble that arose came on the local level, after the national settlement had been reached.

He pointed out that the auto labour contract of 1964 has exerted a beneficial and “bullish” influence on the U.S. economy.

Despite adverse criticism, it has neither unleashed inflationary forces nor induced a new profit squeeze in the auto industry.

"The prognosis for the next steel labour contract," said Mr. Janeway, "is that it will provide similar results and provoke less criticism."

The significant aspect of last year's auto settlement was the great weight it gave to "fringe benefits"—particularly increased pensions.

### **"Motivation and Development"**

#### **Dr. Howard P. Smith**

There was a strong suggestion at the CMA meeting that management might not be making as effective an effort as it could make to establish more positive relationships with trade unions.

The suggestion came from Dr. Howard P. Smith, a psychologist with Rohrer, Hibler and Replogle of Montreal. Dr. Smith participated in "Motivation and Development," the second half of the industrial relations conference. His theme was "Man in the Factory."

The speaker admitted that anything a company does that appears to weaken the authority of the union in the eyes of its membership is going to be greeted with great suspicion. Despite this obstacle, the initiative for more effective union-management relations must come from management itself.

The great majority of the communications that go on between management and the union seem to centre around the processing of grievances. This is hardly a conducive atmosphere in which to develop a more positive type of relationship.

But why could not the union and the management together focus on the work situation itself? Is it not in the self-interest of both the union and the management that the employee find the opportunity for self-realization and self-

fulfilment through his work? The overwhelming weight of psychological evidence is that being a productive person and a satisfied person go hand in hand.

Dr. Smith demonstrated little patience with the theory that people hate work and must be bribed if they are to produce at all. "You can eliminate all the sources of worker dissatisfaction without at the same time creating satisfaction in the work group," he said.

He told the CMA delegates that too many companies think they can raise productivity by offering incentive earnings, bonuses, paid vacations and recreational services.

"It comes down to being a kind of bribery if these activities are based on the assumption that they motivate people to work effectively," he said. "They just do not do so—and I think we have acted too often as if work were inherently distasteful."

Management sometimes acts as though it thinks of a business organization as a vast psychological clinic, Dr. Smith continued. Instead of being preoccupied with happiness and adjustment, it should be concentrating on efficiency and productivity as the goals of management with respect to their workers.

It is only from the performance of a task that the individual can get the rewards that will reinforce his aspirations. . . . The motivation to achieve, to accomplish something constructive through one's work, is a deep-seated human drive that we are only beginning to learn how to tap.

Dr. Smith warned that positive motivation, resourcefulness and initiative can be stifled in an authoritarian atmosphere where there are rigid controls and limited opportunities for two-way communication. He also suggested that companies might get off on the right foot if they permit workers to follow a production operation from start to completion, rather than confine them to one fragmented part of a job.

## **BUSINESS PLANNING CONFERENCE**

### **"Business Planning for National Growth"**

#### **Dr. John Deutsch**

Forward-looking programs and longer-range plans must be continuously developed by both business managers and governments in the interests of a secure Canadian economy. This advice was contained in an address delivered by Dr. John Deutsch, Chairman of the Economic Council of Canada, to the business planning conference of the CMA annual meeting.

Theme of the conference was "Business Planning for National Growth" and the speaker's subject was "Business Planning and Our 1970 Potential."

Consequences of neglect to plan ahead are written in the histories of the manufacturers of declining items ranging all the way from ice-boxes to steam locomotives, said Dr. Deutsch.

He urged that the basic short- and long-term policies and programs of government be communicated to businessmen because the Canadian economy can no longer be run by improvisations and "seat-of-the-pants" methods. If the business community is to plan wisely, he added, it should have some knowledge of future government intentions in such fields as fiscal and monetary policy; tariffs and foreign trade; education, training and manpower programs; the tax system; social

and public works expenditures; and the nature and extent of efforts to promote research, development and the increase of knowledge.

These government policies and programs, which must be formulated in any case, will play a large role in determining the general economic climate in which business, labour and other private sectors will have to work.

The more we know about how governments propose to influence that climate, not just for tomorrow but for some years ahead, the more feasible it will be for private business and other private groups to plan their affairs and to move ahead. The greater the certainty in this vital area of basic government policy, the more possible it will be for business to meet its challenges.

Dr. Deutsch compared planning to navigation: "The navigator lays out a plan and sets a course toward an objective. He constantly rechecks his position as he proceeds toward his goal." He pointed out that modern developments such as the speed of technological change, the increasing complexity and specialization of industrial organizations, and the growing importance of knowledge and skill had made long-range forward planning an increasingly important aspect of business.

Inherently, the operation of a private business in a market economy involves the commitment of present resources to future expectations, said Dr. Deutsch. "Whatever is already in existence is obsolescent." Today's businessman is constantly confronted with the situation that whatever he is doing now is out-of-date, and that already new and better ways are in existence and will shortly be put into operation. Failure to plan far enough ahead to turn new possibilities into new opportunities makes it less and less likely that his business will survive.

Dr. Deutsch emphasized that the really significant resources of business today are knowledge and skill, and that development of these resources requires time, long-range investment in research, purposeful training of manpower, and the far-sighted development of managerial, professional and other highly skilled manpower.

More carefully-planned adjustments to changing technology and competitive conditions should be worked out "in co-operation with labour."

## British Columbia Labour-Management Conference on Industrial Relations

*Speakers offer various opinions on means to enable manpower to adjust to technological change. Officer of the Department explains effects on manpower to be expected in the sixties*

Various opinions regarding the means by which manpower should be enabled to adjust to technological change were expressed by speakers at the British Columbia Labour-Management Conference on Industrial Relations, held in Vancouver on May 19 and 20.

Dr. John Crispo, associate professor of the University of Toronto's school of business\*, disagreed with the view that collective bargaining could be relied upon to deal with the difficulties of adjustment to technological change. For one thing, he said, only 30 per cent of the workers in Canada were organized in unions. What was to happen to the other 70 per cent?

Another objection was that collective bargaining was a piecemeal way of dealing with the question, because of the differences between the labour laws of the various provinces. "The challenge is to find the right mix of public and private policies," he said.

The government should establish a full-employment policy, and it should have a labour market policy that provides for the training and education of workers, and for maintenance of income for workers who were willing to retrain themselves and to improve their qualifications.

Dr. Crispo said, however, that care must be taken to prevent the labour market from being disrupted by too much government interference. Such interference might be considered necessary when the market seemed unable to cope with effects of automation such as unemployment among workers whose skills had been made obsolete by machines. "But the first thing we should ask," he said, "is why isn't the market taking care of it?"

Dr. Crispo said that no one who lacked sufficient skill to find work should be left to the mercies of the market alone. He suggested three means by which people thrown out of work by technological change should be helped to re-enter the labour market.

\* Since appointed Director of the University of Toronto Centre for Industrial Relations.

These were: provision of suitable retraining facilities, provision of funds to help workers to move to places where work was obtainable, and provision of incentives to displaced workers to seek retraining.

The speaker said that the system of loans announced in mid-May by Prime Minister Pearson (L.G., June, p. 486) was not enough to ensure manpower mobility. Free transportation should be provided.

#### **Dr. Gil Schonning**

The effects on manpower to be expected as a result of economic and technological change in the 1960's were described by Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, in his address to the conference. He used a series of 38 charts accompanied by verbal comments to describe the effects.

The matters dealt with in the charts included: Total employment, employment by industries and industrial groups, changes in output in relation to employment, changes in male and female employment, labour force participation rates, labour force participation by occupations, and distribution in the labour force of groups of persons with various degrees of education.

Other charts illustrated unemployment by selected industries and occupational groups, by sex and educational level; duration of unemployment, unemployment rates in various regions, growth of employment in selected urban districts, seasonal employment by regions; and changes in population, scales of income, gross national product, and working hours.

In the preface to his address, Dr. Schonning cited certain facts as evidence that the Canadian economy and the working population of the country were subject to a high degree of change. These facts included:

—Canada not only has the fastest-growing work force of any industrial nation, but its economy is undergoing rapid change in the variety of its industries.

—In relation to the size of the country, Canada's share of international trade is one of the largest, and one that is often influenced by changes that originate abroad.

—"We live next door to an efficient and competitive giant."

—High and rising personal income, together with few restrictions on the consumer's choice, are conducive to change in a free market economy.

—The effect of previous changes has been unevenly distributed in different parts of the country.

—The sparseness of the population and the concentration of the working force in large, widely separated centres makes the movement of labour costly.

—Unevenness in the growth of industries and occupations in one centre compared with the next, and in urban compared with non-urban centres, makes large demands on the adaptability of the work force and the institutions that contribute to its development and welfare.

#### *Cost Not Inevitable*

In his summary, he pointed out that economic and technological change imposed a high cost on many people, but this should not be regarded as inevitable. The benefits of being able to produce more with less effort were incontestable, but considerations of these benefits should not blind us to their unequal distribution, and to the gain to be derived from enabling the greatest possible number of people to make full use of their powers during their whole working lives.

Unevenness in the growth of industries still had about three times as much effect as technological change in shifting the demand for various kinds of labour, but the effect of the latter was increasing.

At any rate, "thousands of workers and their families have become the fall-out casualties of economic and technological change." The question was: how far should the cost of making the necessary adjustments of manpower be borne by employers and the public rather than by the workers affected?

Mr. Schonning suggested that so far, funds had been invested in physical resources at the expense of investment in human resources. This had resulted in inefficient use of manpower and a great deal of unnecessary human suffering.

He thought that more resources should be invested to find out what sort of manpower our economy was going to demand during the next five or ten years, so that the institutions that prepare people for work could adjust themselves accordingly.

A second aspect of manpower that needed more attention was that of the adjustment of adult manpower to the vicissitudes of technological and economic change. "This simply means keeping the members of the labour force active, efficient and fully utilized throughout their whole lifetime, and thereby minimizing the number of fall-out casualties."

A third thing that needed to be examined was the effectiveness of existing industrial relations and collective bargaining arrangements in dealing with the adjustments demanded by such changes.

"Fourthly, there is the whole demand aspect of manpower which we refer to as employment policy."

The speaker suggested that in a free society the achievement of the goal of full and effective use of manpower "must be a joint effort." First of all, management must play a greater part than it had so far in developing

and effectively using manpower. Employers had tended to devote most of their attention to production, selling, engineering and finance, and too little to organizing and developing manpower and adjusting it to change, Dr. Schonning thought.

He spoke of the need for training arrangements, either within the firm or as a joint endeavour with the community, and of the need for a "comprehensive policy of upgrading its manpower systematically so as to meet the many minor changes in technology." It was in these small ways, he pointed out, that changes in technology usually came about.

"Thirdly, management must have a policy of retraining, upgrading or otherwise adjusting its work force in times of major technical changes. . . . This means that the effect on manpower should be known well in advance of the actual change-over so that the appropriate training programs can get under way before the actual change takes place."

### *Right Attitude Equally Important*

Besides these actions on the part of management, however, what was equally important was the right attitude on the part of unions and management and a relationship between them that allowed such actions to be carried out effectively. But parties must work together "so that solutions to adjustment problems can be found in an atmosphere of calm and as a matter of course. In general, problems must not be allowed to become issues which can only be settled by bargaining. . . ."

In time of change, the worker must not only be regarded as a factor of production, but also "must be viewed as a human being with objectives, plans and problems of his own." He must be fully informed about what is going on, what is going to happen to him and what choices he has.

Even if management played its full part, however, there would still be a large number of "fall-out casualties" resulting from economic and technological changes.

The second essential program, therefore, for reducing this number is to expand our capabilities for getting these people back into employment as quickly and effectively as possible. This, I would suggest, is primarily a government responsibility. We in Canada have been slow in recognizing the importance of this function. . . .

Many workers who lose their jobs as a result of change are unable for financial reasons to participate in work, or in work for which they are best suited. This is a by-product of change which we have ignored far too long.

As you probably know, only a limited provision for dealing with this problem has existed in the Unemployment Insurance Act. A new capability is now being developed. The new [Manpower Mobility] program may provide loans for transportation and resettlement to unemployed workers for whom jobs have been found

in another labour market, and who desire to make use of this provision [L.G., June, p. 486]. . . .

An important complementary provision to this program, which already exists, is that any unemployed worker can enrol in training or retraining courses. The geographic mobility provision ought to be regarded as both a breakthrough and an experiment. . . .

Mr. Schonning pointed out that there was a conflict between the need for change as "an essential ingredient for survival and progress" and the need of the individual for job security. "It is in response to this that various manpower policies and programs have come about. It is in view of this situation that we need to develop an adaptable work force which can survive more effectively in the climate of change.

"Moreover, we need to keep the work force adaptable and competitive throughout the life of the individual. Similarly, we need to, and we can reduce the number of breakages in job security. Lastly, for those whose job security must be broken through no fault of their own, everything must be done to shorten the breach in their employment and also reduce the cost they have incurred."

### **Dr. George Shultz**

A different point of view was presented by Dr. George Shultz, dean of the graduate school of business of the University of Chicago, who said that unions and management facing each other at the bargaining table were in a better position than an outside party—such as government—to find solutions to problems of employment and of moving workers to new jobs. He admitted, however, that there were matters in which government should take a hand, such as in retraining and replacing in employment some workers displaced by changes.

"At the same time, I fear we are going too far in leaning on government. There is too much tendency to throw up our hands and say nobody can do anything on his own, that we need a government program."

He disagreed with those who say that the economy is getting out of control because of new technology, and that the problems arising from it have "got everyone licked," saying: "People are not defeated. They are doing a whole series of things that may be small in themselves, but in the aggregate are quite important and constructive."

Dr. Shultz also expressed the opinion that there had not been enough strikes in the United States in recent years. He said that he thought a strike was a good thing, because "it lets people feel their oats a little." When there was a history of a strike, labour and management were inclined to have a healthier respect for each other, and negotiations tended to go more smoothly, he contended. In his

opinion, collective bargaining did not necessarily fail when one side or the other forced a showdown.

Statistics showed that strike activity in the U.S. had been averaging less than a fifth of one per cent in recent years. "I would argue that maybe this is too low," Dr. Shultz said.

#### **Dr. Stuart Jamieson**

Dr. Stuart Jamieson, a professor of economics at the University of British Columbia, said that collective bargaining was not meeting the challenges and problems of new technology. There was widespread hostility on the part of management toward unions. Management did not want to give advance notice of layoffs for fear that it would affect workers' morale or production levels. It also feared that the union would fight technological change.

The speaker suggested that there might be a place for paid leaves of absence to give workers the chance to retrain for new jobs.

Referring to another matter, Dr. Jamieson said that there were two views about the relationship between skilled and unskilled labour, and about its effect on unemployment.

One school of thought held that a lack of skilled workers created an obstacle to economic expansion and resulted in a shortage of jobs for unskilled workers. Another school held that the problem regarding unskilled workers was that they were increasing in number while job opportunities for them

were decreasing, or at least remaining stationary.

"We must determine if the problem is a shortage of skilled workers or a surplus of unskilled people," he said.

#### **Other Views**

Joe Morris, Executive Vice-President of the Canadian Labour Congress, said that so far government had not lived up to its responsibilities in the manpower adjustment problem. He suggested that a new agency, a national manpower service, should be formed within the framework of the National Employment Service.

Canada must produce knowledgeable citizens if it wanted to compete in the world today, Dr. Patrick McTaggart-Cowan, President of Simon Fraser University, told the conference. "The United States has twice as many students enrolled in universities as Canada has, on a per-capita basis," he said. "And in B.C., one out of every 16 persons has only a Grade 4 education."

Pat O'Neal, Secretary of the British Columbia Federation of Labour, said that collective bargaining had a place in dealing with the problems of technological change, but that it was dangerous and unrealistic to rely entirely on it.

John Drew of the Federal Department of Labour's Manpower Consultative Service said that there was little to fear from technological change if proper planning were carried out.

## **1965 Canada Year Book Is Now Available**

The 1965 edition of the Canada Year Book contains a series of annual publications giving official statistical and other information on almost every measurable phase of Canada's development.

As the economy of the country has expanded, the Dominion Bureau of Statistics has endeavoured to present the story of this development, summarizing a great mass of detailed statistical, legislative and other pertinent information concisely within the covers of one volume, and supplementing it with data from other departments of the federal Government and from the provinces.

Special feature articles contained in the present edition include: "Agriculture in the Canadian Economy"; "Canadian Forest Products and Changing World Markets"; and

"Operational and Technological Changes in Rail Transport."

Changing emphasis has made necessary certain revisions in chapter content and the inclusion of additional data, both of which will be continuing features of the Year Book. Scientific and industrial research is covered in a separate chapter that contains a selection of Canadian achievements in science and technology since 1800.

All chapters include the latest data available to December 31, 1964. A political map (scale 140 miles=one inch) is enclosed in the pocket on the inside back cover of the volume. Available from the Queen's Printer, Ottawa, the cloth-bound edition (#CS11-202/1965) costs \$5, the paper-bound edition (#CS11-205/1965) costs \$3.

# Changes in General Assistance and Other Welfare Legislation in 1964

*Eight provinces make changes in general assistance programs, Manitoba, Ontario, Quebec amend laws on mothers' allowances and housing act changes affect accommodation for the elderly*

## GENERAL ASSISTANCE

During 1964 eight provinces made changes in their general assistance programs, including changes in rates of assistance, permissible income, and eligibility requirements.

Legislation passed in previous years was proclaimed in Ontario and Manitoba, and in Alberta, legislation was passed that would, on proclamation, authorize the payment under the social allowances program of assistance for the blind, disabled and older persons.

### NEWFOUNDLAND

Three amendments to the Social Assistance (Consolidated) Regulations of 1961 were gazetted January 28, February 25 and May 12.

The first amendment authorized social assistance in cash for the months of July, August and September for a child who attains his 16th birthday prior to the first day of September, and who has been in regular attendance at school during the school year that ends in June of that year.

The second amendment effective from April 1, 1964 raised the allowable maximum annual outside income for families receiving social assistance. The maximum for families consisting of adults only was raised from \$600 to \$720, and for families consisting of adults and children, from \$800 to \$900. In either case, if the annual outside income is in excess of the specified maximum, the amount of the allowance is reduced by the amount of the excess.

Changes in rates of assistance were made by the third amendment, gazetted May 12, 1964 and effective April 1, 1964. The clothing allowance for the first adult in the family has been raised from \$5 to \$10 a month; rates for other members of the family remain at \$5 each. The monthly fuel allowance for each adult or family has been raised from \$10 to \$15, and the rent allowance for each adult or family raised from \$20 to \$25 in rural communities, and from \$30 to \$50 in urban communities.

Amounts which may be granted toward repairs and renovations of a home have also been raised. The maximum amount which may be granted in any one year has been raised from \$240 to \$300. The aggregate of all such grants in any four-year period may not exceed \$1,000, an increase from the former \$960.

### NOVA SCOTIA

An amendment to the Social Assistance Act (Statutes of Nova Scotia, 1964, c. 60) assented to March 4, 1964 affected both Part I and Part II of the Act.

Under Part I, provincial allowances may now be extended on behalf of any child who is attending school beyond the level of Grade VIII to the age of 18 or to the end of the school year in which he becomes 18. Effective April 1, 1964 this provision was formerly restricted to the children of widows, mothers with disabled husbands, or foster children whose parents were dead or permanently disabled.

Under Part II, the section dealing with the effect on residence of a municipal unit moving persons to certain institutions has been amended to indicate that a boarding home is one licensed under The Nursing Homes Act.

An amendment to the regulations under Part I of the Act tabled February 7, 1964 and effective November 1, 1963 repealed the clause setting the maximum monthly allowance for a mother who is deserted, whose husband is imprisoned, or who although not married to him, is living as the wife of a man who has died. This change permits the maximum monthly allowance for these categories to be determined on the same basis as for widows, and mothers with disabled husbands.

### NEW BRUNSWICK

Regulation 64-24 under the Social Assistance Act gazetted July 8, 1964 repealed the clause under Part II in Regulation 153 which defines "necessaries" as including payments for medical, hospital, nursing, dental and optical care, drugs and dressings, funeral expenses and travelling expenses. (This removes the contradiction implicit in Section 24. Section 24 (1) provides that the municipality's reimbursement claim shall include the cost of food, shelter, fuel, clothing and other necessities. Section 24 (2) provides that payments for medical, hospital, nursing, dental and optical care, drugs and dressings, funeral expenses and travelling expenses shall not be included in the reimbursement claim.)

Regulations 64-28 (O.C. 64-581) and 64-36 (O.C. 64-670), gazetted August 5, 1964 and September 2, 1964 respectively, prescribed

the forms to be used by municipalities for purposes of Part II of the Act.

Regulation 64-28 added six new forms (Forms 3 to 8 inclusive) covering order for municipal assistance, application for municipal assistance, and forms summarizing the cost of social assistance, homes for special care, travelling expenses and administrative expenses.

Regulation 64-36 substituted a revised Form 4 (Application for Social Assistance) and added Form 9 (Review Record), Form 10 (Municipal Social Assistance Case Record) and Form 11, an authorization for inspection of bank or other accounts. The application form has been simplified, and information about dependents, assets, liabilities, income and other details are recorded on Form 10, which is signed by the applicant.

### QUEBEC

Under an amendment to regulations (O.C. 637, March 30, 1964), increases in monthly rates for certain categories of recipients became effective April 1, 1964. Maximum monthly allowances for recipients of needy widows and spinsters allowances, old age assistance, blind persons allowances, and disabled persons allowances were increased from \$65 to \$75. The allowable monthly income, including the allowance, for needy widows and spinsters was increased from \$90 to \$100. The monthly rate for the head of a family with one dependent child was increased from \$75 to \$85 and the allowable income, including the allowance, was increased from \$100 to \$110. Casual or part-time earnings of up to \$25 may be excluded from the calculation of income.

### ONTARIO

The District Welfare Administration Boards Act, 1962-63, was proclaimed effective May 1, 1964 (*Ontario Gazette*, May 20, 1964) and regulations were made under this Act and under the General Welfare Assistance Act.

Ontario Regulation 168/64 under the District Welfare Administration Boards Act was gazetted July 11, 1964 prescribing the form to be used in making application for a grant under Section 7 of the Act, and the length of time in which chairmen of the board are to serve.

The board, at its first meeting after April 1 in each year, is to appoint one of its members as chairman for the fiscal year. No member may serve more than three consecutive terms.

Regulations under the General Welfare Assistance Act amended regulations governing general provisions, supplementary aid and aid to dependent fathers.

**General.** O/Reg.35/64 gazetted February 22, 1964 to be effective April 1, 1964 made a number of changes. Shelter allowances for

single persons were raised by \$10 a month for both unfurnished and unheated premises, and furnished and heated premises.

The differential in rental allowances payable to heads of families between those municipalities of over 100,000 population and other municipalities was eliminated, thus permitting the payment of the higher allowances by all municipalities. The section on residence was revised to change the date of calculation of residence from April 1, 1959 to April 1, 1961, and the section authorizing an allowance for vegetable seeds was revoked.

**Supplementary Aid.** The section of the regulations governing supplementary aid was amended by O/Reg. 232/64 gazetted September 19, 1964 to exclude provincial sharing in the costs of aid to persons whose means exceed a specified amount.

The Province will not share in the cost of supplementary aid given by a municipality to a person who is a recipient of a government benefit, other than an old age security pension, whose liquid assets exceed \$1,000 if unmarried, or \$1,500 if married. The Province will not share in aid given an unmarried recipient of an old age security pension whose annual income, including pension, exceeds \$1,260, or whose liquid assets exceed \$1,000. Nor will the Province share in aid given married recipients whose annual total income exceeds \$2,220 or whose total liquid assets exceed \$1,500.

**Dependent Fathers.** Under O. Reg. 154/64 gazetted July 4, 1964 changes were made in the regulations governing allowances to dependent fathers to correspond with those under the Mothers' Allowances Act. A new subsection permits an allowance to be extended to the end of the school year on behalf of a child who becomes 18 years of age while attending an educational institution other than a secondary school.

The length of time required to qualify for an allowance after desertion by the wife has been reduced from six to three months. A dependent father whose wife is imprisoned may now qualify for an allowance if, at the date of application, the term remaining to be served is six months or more. Previously no reference was made to the length of term remaining; application could be made if the wife were imprisoned for a continuous period of six months or more.

### MANITOBA

Under proclamations published in the *Manitoba Gazette* of December 28, 1963 an Act to amend the Child Welfare Act, 1959 (Second Session), and clause (b) of subsection (1) of section 5 of the Social Allowances Act was proclaimed effective January 1, 1964. These proclamations repealed Part III

of the Child Welfare Act, under which allowances were paid on behalf of bereaved and dependent children, and proclaimed that section of the Social Allowances Act authorizing payment of allowances to widows with dependent children. Thus the transfer of mothers allowances to the social allowances program was complete.

Manitoba Regulation 14/64 gazetted February 29, 1964 effective from March 1, 1964 repealed former regulations under the Social Allowances Act. The revised regulation includes some changes in rates.

The monthly food allowance for an adult—formerly \$23 for a single adult or the first adult in a family of two, and \$20 for the second adult in a family of two beneficiaries—is now \$20 for each adult, with increases allowed for household units of one, two or three persons: an addition of \$5 a month for a single person, \$3 a month for each of two persons, and \$1 a month for each of three persons. Clothing allowances for children have been increased by \$1 a month for all age groups. It is now provided that, under special circumstances, an additional amount of up to \$7 a month may be granted for utilities, and an additional grant up to \$50 may be made at the end of the winter fuel season.

## SASKATCHEWAN

### Social Aid

Saskatchewan Regulation 432/64 under the Social Aid Act gazetted July 24, 1964 made a number of changes in Regulation 977/63 dated May 21, 1963.

Section 11 has been revised to add three new conditions under which the amount of assistance given may be less than the total amount specified by the schedules for various items of need, for a period not to exceed six months. This section previously provided that lesser amounts could be given to the recipient who wished a lesser amount than that established, and to the recipient who requested assistance for a specific item of need or for a specific amount.

Lesser amounts may now be given also to a recipient who has unusually high seasonal earnings and who has been advised to budget to meet living expenses; to a recipient who, while in receipt of social aid, purchased a home that, in the opinion of the municipal welfare official, exceeds the reasonable needs of the recipient; or to a recipient who has voluntarily discontinued gainful employment, except as a part of a rehabilitation plan or on the advice of an official.

It is now provided that certain earnings are to be excluded in determining financial resources. As previously, certain casual and part-time earnings of the family members up to a maximum of 25 per cent of the recipi-

ent's basic budget requirements are not included in the calculation of resources. Under these regulations, either this amount or, if larger, wages of \$5 a month for a single person, \$10 a month for a family of two persons, or \$15 a month for three or more persons, may be excluded.

An addition to the list of exclusions includes premiums paid by or deducted from wages of the recipient to cover the cost of a Medical and Hospital Card. "Reasonable" costs of transportation to and from work may be excluded from the calculation of income. The percentages of income from roomers and boarders that may be excluded remains unchanged, but a municipality may now adopt minimum charges more suitable to the locality than those specified in the regulations. This change is subject to the approval of the municipal council and of the Director of Public Assistance.

A new clause provides that maintenance payments from monies held in trust for children and available for distribution be considered as income. Negotiations must be conducted on an individual basis so that funds are released monthly, and the monthly amount is neither above nor below the budget requirements of the child.

Safeguards relating to the conversion of liquid assets into cash, and in the realization of funds on real property, are provided. A period not to exceed 60 days is allowed for conversion of certain assets into cash, but conversion must not be at a discount rate greater than 35 per cent of their value. A liquid asset or real property need not be considered a resource if the Director considers that there are sound social or economic reasons for not converting a liquid asset into cash, or for delaying or refraining from the use of real property as a security for borrowing or outright sale.

A period of 60 days is also allowed for the realization of funds through borrowing on the security of real property or from its sale. The sale of property is not required if the potential loss is greater than 35 per cent of its appraised market value.

A recipient may sell real property to purchase a home, but the purchase must be made within four months of receiving the proceeds, and the home must be "suitable to his needs and in accordance with the standard of living he can reasonably expect to maintain." Any funds remaining after the purchase are considered as available for current living expenses. If a recipient purchases a home that exceeds his needs in the opinion of the municipal welfare official, he may be required to sell the property and use the proceeds.

A municipal official who reviews the circumstances of a person who qualifies for aid as a result of disposing of his assets within

five years of application for aid, or because of his failure to realize on an agreement for sale, mortgage, or other security, must refuse aid to the applicant until he is satisfied that no income can be obtained from the assets, or until the applicant's budget requirements, plus 15 per cent, are equal to the market value of the asset disposed of.

### ALBERTA

The Welfare Statutes Amendment Act (Statutes of Alberta, 1964, c.106) assented to March 26, 1964 authorizes the Minister of Public Welfare to enter into agreements with the federal Government to assist persons under the social allowances program, rather than under the Blind Persons Act, the Disabled Persons Act and the Old Age Assistance Act. (Social allowances are payable under Part III of the Public Welfare Act.) It provides for the discontinuance, on proclamation of the relevant sections, of applica-

tions under these three programs, but payment of assistance to persons granted aid under any of these programs may be continued in accordance with the Act under which it was granted.

Regulations under Part III of the Public Welfare Act were amended by Alberta Regulation 106/64 gazetted March 14, 1964. Under these regulations effective April 1, 1964 food and clothing rates for adults and children were revised. With few exceptions, slight increases were made in rates. Increases of 15 per cent in the food allowance for a family of two, and of 10 per cent for a family of three, are now permitted if cooking and refrigeration facilities are inadequate. Amounts of \$7 and \$3 a month, for a gluten-free diet and a restricted sodium diet respectively, have been added to the list of special diets for which allowances may be granted on medical recommendation.

### MOTHERS' ALLOWANCES

Changes were made in Quebec and Ontario in the Acts governing allowances to needy mothers with dependent children. In addition, Part III of the Child Welfare Act of Manitoba was repealed, thus effecting a transfer of mothers allowances to the social allowances program. In Ontario the regulations affecting dependent fathers were amended, and benefits were extended in Nova Scotia on behalf of children attending school (see section on General Assistance above).

### QUEBEC

An amendment to the Needy Mothers' Assistance Act (S.Q. 1964, c.49) effective April 1, 1964 raised the maximum monthly rate for a mother and one child from \$75 to \$85.

### ONTARIO

An amendment to the Mothers' Allowances Act (S.O. 1964, c.65) assented to May 8, 1964 broadened eligibility requirements and made administrative changes.

The length of time required for a mother to qualify for an allowance after desertion, has been reduced from six months to three months, and an unmarried mother may now qualify for an allowance when her child is

three months of age, a reduction from the former six months.

A mother whose husband is imprisoned may now qualify for an allowance if at the date of application there are six months or more remaining in his term. An added subsection permits the allowance to be extended to the end of the school year for a child who becomes 18 years of age while attending an educational institution other than a secondary school. (There is no upper age limit for a child attending secondary school.)

A number of the former responsibilities of regional administrators have been assigned to the Director of the Welfare Allowances Branch. The Director now receives all applications for mothers' allowances, and determines the eligibility of each applicant and the amount of the allowance. He continues to act as chairman of the board of review.

Other matters now referred to the Director include: approval of temporary absences from the province, permission for a mother to be absent from the province for compassionate or other reasons, approval of an applicant as a suitable person to receive an allowance, and approval of an applicant as a suitable foster mother to her dependent foster child.

### LIVING ACCOMMODATION FOR THE ELDERLY

An act to amend the National Housing Act 1954 (S.C. 1964, c.23) assented to on June 18, 1964 contains a number of provisions affecting accommodation for elderly persons.

Under a new section, 16A, loans may be made to non-profit corporations for the construction or purchase of a housing project, or housing accommodation of the hostel or

dormitory type, for use as low-rental housing. Terms and conditions for loans under this section are the same as for loans made to limited-dividend corporations under section 16 of the Act. Formerly loans could be made only for hostels that were an adjunct to a project of self-contained accommodation.

Section 36 of the Act, which covered federal-provincial public housing programs,

has been renumbered as section 35A. A new provision under section 35A (1) permits the inclusion of hostel or dormitory-type accommodation in federal-provincial projects. As formerly, public housing projects may be made up wholly or in part of existing housing purchased for the purpose, but are no longer restricted to urban renewal areas. Under this section, the amount of the capital costs, profits, and losses to be borne by Central Mortgage and Housing Corporation is not to exceed 75 per cent, thus permitting the Corporation's share to be less than was possible formerly when the amount was set at 75 per cent for the Corporation and 25 per cent for the provincial government or agency thereof.

A new section, 35C, permits the Corporation to make loans to assist a province, municipality, or public housing agency to acquire land for public housing projects. The maximum loan may amount to 90 per cent of the cost of acquiring and servicing the land.

Section 35D authorizes the Corporation to make loans to provinces, municipalities and public housing agencies to construct, acquire and operate public housing projects. Loans are subject to conditions applying to limited-dividend housing companies and non-profit corporations.

Under section 35E the Corporation may contribute to operating losses incurred by subsidized public housing projects. The maximum amount that may be contributed is 50 per cent of the annual losses, and contributions may be made for a period not exceeding 50 years. The Corporation is required to ensure that accommodation for which it is sharing operating losses is needed and is being rented to persons of low income.

New or amended legislation governing living accommodation for elderly persons came into effect in seven provinces: New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

### NEW BRUNSWICK

Regulation 64-20 under the Social Services and Education Tax Act gazetted June 10, 1964 permits the Provincial Secretary-Treasurer to authorize a rebate of the tax paid by a contractor on materials actually used in the construction or alteration of places of worship, homes for the aged, alms-houses and orphanages, as well as on materials used in operations preparatory to the construction of any such building. Rebates amounting to (a) 1.25 per cent of the total contract price are to be made to the governing body of a religious, charitable or benevolent organization for the construction of a building or for a major improvement constituting a capital investment; and (b) 90 per cent of the tax

paid on certain furniture and fixtures purchased by such religious, charitable or benevolent organizations.

### QUEBEC

An Act to amend the Act to Improve Housing Conditions was assented to on March 19, 1964 (S.Q. 1964, c.37) and provided for the appropriation of \$180 million for the purposes of the Act. Although it does not make specific provisions for living accommodation for elderly persons, they may benefit under the Act which enables the Province to guarantee loans made for purchasing homes and to pay a portion of the interest charged on loans made for new dwellings.

### ONTARIO

Legislation passed in Ontario during 1964 included an Act to incorporate the Ontario Housing Corporation (S.O. 1964, c.76) the Homes for Special Care Act (S.O. 1964, c.39) and Regulations, and Regulations under the Charitable Institutions Act, 1962-63.

An Act to incorporate the Ontario Housing Corporation assented to on May 8, 1964 came into force on August 11, 1964. The Corporation has the power to enter into agreements for the Province under the Housing Development Act, make loans, grants or advances under the same Act and acquire, hold and dispose of real property.

The Homes for Special Care Act 1964 assented to on May 8, 1964 authorizes the establishment of residential facilities for persons requiring nursing, residential, or sheltered care; the payment of capital and maintenance grants to benevolent organizations operating such homes or institutions; the licensing of homes for special care; and the payment of maintenance costs for residents of such homes.

The Lieutenant-Governor-in-Council may designate provisions of the Mental Hospitals Act 1950 or Regulations as being applicable to any home for special care. He may also approve all or any part of an institution, building or other premises as a home for special care.

Ontario Regulation 261/64 under the Homes for Special Care Act 1964 gazetted October 17, 1964 classifies homes for special care as approved homes, licensed residential, and licensed nursing homes. Part I of the Regulation relates to approved homes and sets out staff qualifications, powers and duties of administrators, fire protection measures, and procedures for the administration of trust accounts and the bonding of administrators.

Licensed nursing homes must meet standards contained in Part II of the Regulation. These relate mainly to fire protection, meals, sleeping accommodation, toilet and bathing

facilities, and personal, nursing and medical care. Licensed residential homes are governed by Part III of the Regulation, which sets out standards for sleeping accommodation and outlines inspection procedures.

Part IV of the Regulation outlines procedures for:

- admittance of persons discharged from an institution within the meaning of the Mental Hospitals Act;

- keeping of records;

- inspection of homes by an officer authorized under the Fire Marshals Act, and by a medical officer of health;

- assistance from charitable organizations with the inspection and supervision of homes for special care;

- granting of provincial aid.

Where a resident in an approved home cannot pay for his care and maintenance, the Minister of Health may grant to the Board of the home up to a maximum of \$6.50 per day for each day the resident is in the home. When a resident does not require nursing care, the maximum is \$21 a week.

If a resident is able to pay part of the cost for care, the grant is reduced by that amount. The amount of the grant payable is similar for residents of licensed nursing homes or licensed residential homes but, when a provincial grant is paid, the resident or the person responsible for his care and maintenance is liable to pay at least \$2 per day.

Ontario Regulation 297/64 under the Charitable Institutions Act 1962-63 was gazetted on November 14, 1964. It tightens fire protection measures and is more specific than previous legislation about duties of attending physicians, appointment of staff nurses, and provision of nourishing meals and adequate, comfortable sleeping accommodation.

Also under this Regulation, homes for the aged are among the institutions that benefit from the increase in the provincial share for maintenance costs of residents. This has been raised from \$5 to \$6 daily per person where the institution maintains a bed-care unit of twenty beds and from \$3.40 to \$4 where there is no such unit.

## MANITOBA

The Elderly and Infirm Persons' Housing Act (S.M. 1964, c.17) came into force on April 16, 1964 repealing the Elderly Persons' Housing Act 1959. The new Act incorporates the terms of the former Act and, in addition, enables the Province to assist in the establishment of personal-care homes, and to increase grants for the construction of accommodation for the elderly.

It also empowers municipalities to sponsor elderly persons' housing, hostels, and personal-care homes. Municipal participation in such projects was formerly authorized under the Municipal Act. Regulations under the Public Health Act applicable to personal-care homes were gazetted on August 8, 1964.

As in the former legislation, a "hostel" is defined as a building accommodating three or more elderly persons who share bathroom or bathroom and kitchen facilities; but the new Act specifies that hostel accommodation is intended for persons who require minimal assistance or supervision in their daily living. A "personal-care home" is defined as a building accommodating persons who, in the opinion of a qualified medical practitioner, require continual or intensive assistance and supervision in their daily living.

A municipal council may pass resolutions favouring the establishment of elderly persons' housing, ratepayers may petition for it, or municipalities may enter into joint agreements. An organization committee must establish details of the proposed scheme, which must be approved by the municipality or municipalities concerned and the necessary by-law passed. Letters patent of incorporation as a non-profit corporation under the Companies Act must then be obtained.

The municipality appoints the board of directors of the corporation whose powers thereafter include the right to:

- borrow or raise money;

- acquire, administer and dispose of real or personal property;

- invest funds and employ staff necessary to operate and manage the housing provided.

A provincial grant will not be made for a project unless the municipality, corporation or organization applying for it has obtained money equal to 20 per cent of the total cost (formerly 10 per cent) or, for new construction, the necessary serviced land and 10 per cent (formerly 5 per cent) of the cost.

Grants for constructing, acquiring, reconstructing or equipping elderly persons' housing units are set at the lesser of one-third of the cost, or \$2,150 (formerly \$1,667) for two-person units and \$1,700 (formerly \$1,400) for one-person units.

The amount of a grant made for construction of hostel accommodation is to be the lesser of one-third of the cost, or an amount calculated by multiplying \$1,700 (formerly \$1,200) by the number of beds provided in the hostel. For the purpose of assisting in the renovation, repair or acquisition and reconstruction, furnishing or equipping of a hostel, the grant is to equal one-third of the cost or an amount calculated by multiplying \$825 (formerly \$700) by the number of beds provided.

For the construction of a personal-care home, the grant is to be the lesser of one-third of construction costs, or an amount calculated by multiplying \$2,000 by the number of beds provided. Grants to assist in the renovation, repair, acquisition, furnishing, equipping or reconstruction of a home may amount to the lesser of one-third of the cost, or an amount calculated by multiplying \$1,000 by the number of beds provided.

As previously, the provincial Government may guarantee the payment of principal and interest on loans from the federal Government or its agencies to corporations or organizations which have received a loan under the Elderly and Infirm Persons' Housing Act. Also, licensing provisions have been extended to cover personal-care homes.

Manitoba Regulation 52/64 under the Public Health Act defines personal-care homes, outlines conditions under which they may operate, and sets out standards they are required to meet.

"Personal care" is defined as the care of aged and infirm persons who, in their daily living, require the care of another person or persons, but who do not require the services of a hospital within the meaning of the Hospital Services Insurance Act. A personal-care home is a place used for the accommodation of three or more persons who, in the opinion of a medical practitioner, require personal care. Admission is to be governed solely by the need for care and assistance.

Effective August 1, 1964 any personal-care home must meet certain specifications set out in the Regulation. These govern the amount of space allotted per resident, and facilities, equipment and furnishings considered necessary by the Minister of Health. They require also that recreational and social activities be made available for the constructive use of leisure time, and to maintain the

residents' contact with the community. The operator of a home must have a valid license issued by the Minister.

## SASKATCHEWAN

Saskatchewan Regulation 574/64 under the Housing Act (O.C. 1876/64) gazetted December 4, 1964 adds definitions of "care" and "supervisory care" to the regulations.

For the purposes of the Housing Act, "care" includes skilled nursing care, personal services or supervisory care given to needy, aged, infirm or blind persons living in licensed sheltered accommodation where the charge exceeds \$75 per month. This definition applies to boarding and nursing homes, self-contained housing, and other forms of sheltered accommodation for four or more persons not related to the operator or any member of the management of such accommodation. Supervisory care is defined as the giving of guidance or the supervision of activities of daily living.

## ALBERTA

Alberta Regulation 113/64 gazetted March 31, 1964 deleted from the regulations under the Homes for the Aged Act the subsection providing that persons whose only income is derived from the old age security pension plus the supplementary allowance from the Province shall not be charged maintenance of more than \$60 per month.

## BRITISH COLUMBIA

Order in Council No. 663 gazetted March 19, 1964 amended the Welfare Institutions Licensing Regulations to permit the use, for sleeping accommodation, of a room more than two stories above the ground when the Welfare Institutions Licensing Board gives its approval.

# British Redundancy Payments Bill

*Sets up scheme whereby workers whose jobs disappear will get compensation as legal right. Employers responsible for the payments but will be aided by Bill's proposed Redundancy Fund*

A scheme under which men and women whose jobs disappear will get compensation as a legal right is set out in the Redundancy Payments Bill presented to the British Parliament by the Minister of Labour. It is hoped to bring the scheme into operation before the end of the year.

Redundancy payments will be made to men and women who lose their employment because the work they are doing comes to an end, or is reduced, or they lose their job because of the death of their employer.

Employers will be responsible for making the payments. But a fund will be set up to spread the cost over all industry. This Redundancy Fund will be financed by a levy added to the employer's weekly National Insurance contribution. Employers will be able to claim rebates from the Fund, averaging about 60 per cent of the payments due their redundant employees.

With certain exceptions, the scheme will apply to employees between the ages of 18 and 65 (60 for women) who normally work

21 hours a week or more. They must have a minimum of two years service with their employer and, if they are made redundant, they will be entitled to payments as follows, for each year of service: Age from 18 to 21, half a week's pay; age 22 to 40, one week's pay, and age 41 to 65 (60 for women), one and a half week's pay.

There was wide support for the bill on both sides of industry. The main structure of the scheme was broadly acceptable to both the British Employers' Confederation and the Trades Union Congress.

Reckonable service under the measure is to be limited to the last 20 years before redundancy. Earnings above £40 a week will not be taken into account, and years of service below the age of 18 will not be considered.

The maximum to which any worker would be entitled would be 30 weeks pay, which he would get if he had 20 years of service, all over the age of 40.

Disputes arising on all questions will be referred to tribunals with legally qualified chairman and employers' and workers' representatives.

Certain groups of workers are excluded from or not covered by the Bill, and where there is an agreement between employers and unions for redundancy payments to workers, the Minister may, on application by the parties, exempt employers from liability to make payments to employees covered by the agreement.

This provision will make it possible for industries in which workers do not work for long periods with one employer to agree on special schemes more suited to their conditions.

Industrial disputes are not to affect entitlement to payment, though time spent on

strike will not count as reckonable service. The Contracts of Employment Act 1963 will be brought into line so that strikes will not break continuity of employment for purposes of accumulating rights to notice.

Minister of Labour Ray Gunter said the measure was an important step in the British Government's program to push forward the modernization of industry as fast as possible and to enlist the co-operation of workers as well as management in this process.

Mr. Gunter, in moving second reading to the bill, said one of the most urgent needs was to use manpower more efficiently. There were too many restrictive practices, too much overmanning and underemployment of labour.

It was no good attributing them entirely to unions and workers. They were the legacy of years of economic insecurity and fears for the future of job or craft. That insecurity had to be removed if the problem was to be tackled. The Bill would not achieve this in itself but it had an important part to play in allaying fears of redundancy and resistance to new methods and economic changes.

It cannot be said too often, Mr. Gunter continued, that manpower is our most precious resource. Yet far less attention is given by management today to the budgeting of manpower needs than to the forward planning of other aspects, such as investment and marketing.

From this point of view, Mr. Gunter believed that the redundancy payments scheme will have a salutary effect. It will make employers more careful in planning their forward recruitment of labour, and create the conditions in which those employers who are now carrying surplus labour can face up to the job of getting their labour requirements on a more realistic basis.

## Industrial Fatalities in Canada during First Quarter of 1965

*Deaths from industrial accidents in first quarter totalled 268—down 18 from number in same quarter of 1964 but up 93 from total fatalities in the previous three-month period*

Up to the end of May, the Department of Labour had received reports on 268\* industrial fatalities that occurred in Canada during the first quarter of 1965. During the previous quarter, 361 fatalities were recorded. This is 38 more than the previously published preliminary total of 323 (L.G., April, p. 328).

In the first quarter of last year, 286 fatalities were recorded—46 more than the preliminary figure of 240 (L.G., July 1964, p. 510).

Industrial fatalities in Canada that occurred during the first quarter of 1965 were distributed in the age groups as follows (figures for women in parentheses):

Age Group	Fatalities	Workers Employed ( <sup>000</sup> )
15-19	6 (-)	291 (263)
20-24	20 (1)	498 (333)
25-44	137 (-)	2,150 (741)
45-64	84 (1)	1,450 (529)
65+	19 (-)	161 (44)
Total	266 (2)	4,550 (1,910)

In three occupations—transport and communication; miners, quarrymen and related workers; craftsmen, production process and related workers—in which 32 per cent of the workers were employed, 65 per cent of the total fatalities occurred.

During the quarter under review, there were four multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in 53 fatalities. Twenty-six workers died on February 18 near Stewart, B.C., when an avalanche buried them. Fifteen crew members and a scientific consultant were killed when an RCAF Argus aircraft crashed on March 23 near San Juan, Puerto Rico. Seven fishermen drowned on March 10 when the seiner *Combat* sank while crossing Hectate Strait between the Queen Charlotte Islands and the mainland of British Columbia. Four miners were drowned on January 22 after a mine shaft explosion at Little Bay, Nfld.

During the quarter, the greatest number of fatalities, 61, occurred in the mines, quarries and oil wells industry. Of the 61 fatalities, 38 were in metal mining, 10 in petroleum and oil wells, 8 in non-metal mining, and 5 in coal mining.

The 47 fatalities recorded in the manufacturing industry were distributed as follows: 8 in non-metallic mineral products; 7 each in food and beverages, and metal fabricating; 5 each in wood products and primary metal products; 3 each in chemical products and miscellaneous products; 2 each in paper products, machinery, and electrical products; 1 each in clothing products, transportation equipment and petroleum and coal products.

\* See Tables H-1 and H-2 at back of this issue.

Of the 43 fatalities that occurred in transportation, communication and other utilities industries, 12 were in local and highway transportation; 9 each in railway transportation, and electric power, gas and water utilities; 5 in communication; 3 each in air transportation and water transportation; and 2 in storage.

In the construction industry, 14 of the 33 fatalities were in buildings, 11 in other construction, and 8 in highways. In the forestry industry, 25 fatalities were recorded.

The remaining 59 fatalities that occurred during the quarter were distributed as follows: 24 in public administration and defence; 14 in fishing and trapping; 9 in trade; 6 in community, business and personal service; 4 in agriculture; and 2 in finance, insurance and real estate.

### Analysis by Cause

An analysis of the 268 fatalities during the first quarter of 1965 shows that 82 (30 per cent) were in the accident-type group of "being struck by different objects." Of these, 72 were in the category of such objects as falling trees and limbs, and landslides or cave-ins; 6 were caused by moving vehicles, and 4 were the result of being struck by tools, machinery and cranes.

Collisions, derailments and wrecks caused 54 fatalities. Automobiles and trucks were involved in 28 accidents, aircraft in 20, railway trains in 5, and water craft in 1.

Of the 46 fatalities resulting from "falls and slips," all but five were falls from different levels, such as buildings, roofs, trees, scaffolds and bridges, into harbours, rivers, lakes, seas, shafts and excavations.

Twenty-five fatalities were caused by inhalations, contact, absorptions, ingestions and industrial diseases.

Of the remaining 61 fatalities, 20 each were the result of conflagrations, temperature extremes and explosions, or were in the category of being caught in, on or between. Most of them involved tractors, loadmobiles,

(Continued on page 664)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> <sup>(a)</sup> .....(000)	June 19	7,306	+2.6	+3.6
Employed.....(000)	June 19	7,049	+2.8	+4.1
Agriculture.....(000)	June 19	649	-0.9	-4.4
Non-agriculture.....(000)	June 19	6,400	+3.2	+5.0
Paid workers.....(000)	June 19	5,910	+3.3	+5.8
At work 35 hours or more.....(000)	June 19	5,955	+2.7	+3.4
At work less than 35 hours.....(000)	June 19	587	-1.0	+9.1
Employed but not at work.....(000)	June 19	218	+24.6	+2.8
Unemployed.....(000)	June 19	257	-3.0	-8.9
Atlantic.....(000)	June 19	31	-31.1	+3.3
Quebec.....(000)	June 19	100	-4.8	-5.7
Ontario.....(000)	June 19	74	+25.4	-15.9
Prairie.....(000)	June 19	23	-23.3	-8.0
Pacific.....(000)	June 19	29	+11.5	-12.1
Without work and seeking work.....(000)	June 19	241	-3.6	-10.4
On temporary layoff up to 30 days.....(000)	June 19	16	+6.7	+23.1
<i>Industrial employment (1949=100)</i> .....	April	131.8	+0.7	+5.8
Manufacturing employment (1949=100).....	April	124.4	+0.1	+4.9
<i>Immigration</i> .....	1st Qtr. 1965	22,279	—	+27.0
Destined to the labour force.....	1st Qtr. 1965	11,297	—	+27.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	109	+94.6	+65.2
No. of workers involved.....	June	43,310	+154.5	+185.9
Duration in man-days.....	June	275,530	+77.2	+40.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	April	\$90.53	+0.3	+4.9
Average hourly earnings (mfg.).....	April	\$2.12	+0.5	+5.5
Average hours worked per week (mfg.).....	April	41.1	-0.5	0.0
Average weekly wages (mfg.).....	April	\$86.98	-0.1	+5.1
Consumer price index (1949=100).....	June	139.0	+0.7	+0.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	April	151.1	-0.3	+2.8
Total labour income.....\$000,000.	April	2,068	+1.6	+10.6
<i>Industrial Production</i>				
Total (average 1949=100).....	May	228.8	+2.1	+7.5
Manufacturing.....	May	204.4	+3.5	+7.6
Durables.....	May	219.0	+3.7	+9.2
Non-durables.....	May	192.0	+3.3	+6.0
<i>New Residential Construction</i> <sup>(b)</sup>				
Starts.....	June	15,984	+17	+26
Completions.....	June	8,021	-7.6	+7.7
Under construction.....	June	80,436	+10.8	+19.3

<sup>(a)</sup> Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

<sup>(b)</sup> Centres of 5,000 population or more.

Employment and Unemployment, June

Employment increased seasonally by an estimated 191,000 to 7,049,000 between May and June.

Unemployment, estimated at 257,000 in June, showed little change from the May estimate of 265,000. In previous years, unemployment has usually registered a sizable decline during this period.

The unemployment rate in June represented 3.5 per cent of the labour force, compared with 4.0 per cent in June 1964 and 4.5 per cent in June 1963. In May this year the rate was 3.7 per cent of the labour force.

Seasonally adjusted, the June 1965 unemployment rate was 4.5 per cent.

Between May and June, the labour force increased by 183,000, an above-average increase for the month. As in the previous three years, there was a heavy influx of teen-agers into the labour market: an estimated 118,000 teen-agers entered the labour force during the month. Some 79,000 persons in this age group found jobs, but 39,000 were unable to obtain immediate employment, thereby slowing down the decline in total unemployment.

Employment in June was 276,000 higher and unemployment 25,000 lower than a year earlier. The labour force, at 7,306,000, was 251,000, or 3.6 per cent higher than in June 1964.

Employment

Farm employment remained virtually unchanged between May and June. In non-farm industries, seasonal employment gains were fairly general. The construction industry was especially active during the month.

Employment of persons 20 years of age and over increased by 112,000 between May

and June, a normal increase for this age group. The employment advance of 79,000 among teen-agers was in line with the experience of the past three years.

Prior to 1962, the May-June influx of students into the labour market had been relatively small and the increases in employment in this age group similarly had been small.

Total employment in June was substantially higher than a year ago. At 7,049,000, the June estimate represented an advance of 276,000, or 4.1 per cent, from June 1964. The largest part of the advance was in service, trade and construction. All regions contributed to the increase.

Unemployment

The decline in unemployment between May and June was less than usual, reflecting in part the large influx of students into the labour market. Unemployment among persons 14 to 19 years of age increased by 39,000 during the month. Among those 20 years of age and over, unemployment declined by 47,000, which decline is about normal for this time of year.

Compared with a year earlier, unemployment was down 25,000. In recent years, teen-agers have been accounting for an increasing portion of the unemployment total. In June 1965, persons in this age group accounted for 39 per cent of the total compared with 21 per cent in June 1961.

Of the 257,000 unemployed in June, 191,000 had been unemployed for three months or less. The remaining 66,000, or 26 per cent of the total, had been seeking work for four months or more. This group accounted for a smaller proportion of the total than a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1965	June 1964	June 1965	June 1964	June 1965	June 1964	June 1965	June 1964
Metropolitan.....	—	1	4	7	8	4	—	—
Major Industrial.....	1	2	18	20	7	4	—	—
Major Agricultural.....	—	—	2	3	12	11	—	—
Minor.....	—	—	26	30	31	27	1	—
Total.....	1	3	50	60	58	46	1	—

NOTE: Before Grande Prairie was added in January 1965, 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

# CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		Quebec-Levis → ST. JOHN'S Vancouver- New Westminster- Mission City WINDSOR ←	Calgary Edmonton → HALIFAX Hamilton Montreal Ottawa-Hull Toronto → WINNIPEG	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)	Lac St. Jean	BRANTFORD ← → CORNER BRROOK Cornwall Fort William-Port Arthur Granby-Farnham- Cowansville Joliette New Glasgow NIAGARA PENINSULA ← OSHAWA ← Peterborough → ROUYN-VAL d'OR Saint John SARNIA ← → SHAWINIGAN Sherbrooke Sydney-Sydney Mines Timmins-New Liskeard- Kirkland Lake Trois Ri eres	Guelph Kingston Kitchener London → MONCTON Sudbury Victoria	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000- 75,000; 40 per cent or more in agriculture)		→ RIVIERE DU LOUP → THETFORD-LAC MEGANTIC-ST. GEORGES	Barrie Brandon → CHARLOTTETOWN Chatham → LETHBRIDGE Moose Jaw → NORTH BATTLEFORD → PRINCE ALBERT Red Deer Regina Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		Bathurst BEAUHARNOIS ← Belleville-Trenton Campbellton CHILLIWACK ← → DAWSON CREEK Drummondville → GASPE Grande Prairie Kamloops Newcastle → OKANAGAN VALLEY OWEN SOUND ← Portage la Prairie Prince George-Quesnel Prince Rupert → QUEBEC NORTH SHORE → RIMOUSKI Sault Ste. Marie Ste. Agathe-St. Jerome St. Jean St. Stephen Sorel Summerside Valleyfield Victoriaville	Bracebridge Brampton → BRIDGEWATER Central Vancouver Island Cranbrook → DAUPHIN Drumheller → EDMUNDSTON Fredericton Galt Goderich → GRAND FALLS → KENTVILLE Lachute-St. Therese Lindsay Medicine Hat → MONTMAGNY North Bay Pembroke St. Hyacinthe St. Thomas Simcoe STRATFORD ← Swift Current Trail-Nelson → TRURO Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg → YARMOUTH	Listowel

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 590, June issue.

## 21 Years of Service to Britain's Disabled

*Britain has organized series of functions to mark the 21st anniversary of enactment of Disabled Persons (Employment) Act, 1944, under which hundreds of thousands have benefited*

In the 21 years since the passing of the Disabled Persons (Employment) Act, 1944, many hundreds of thousands of handicapped men and women in Great Britain have benefited from the disablement resettlement services provided by the Ministry of Labour.

The first of a series of commemorative functions throughout the country marking the coming of age of this major piece of social legislation, organized by Disablement Advisory Committees, took place at the Industrial Rehabilitation Unit and Government Training Centre at Waddon (Croydon). Ray Gunter, Minister of Labour, was special speaker.

Mr. Gunter said that the provisions of the 1944 Act were founded on the belief that if care were taken in assessing what individuals could do and in selecting employment, and if special aids were provided whenever necessary, the great majority of disabled people could take their place in industry on equal terms with the able-bodied, and many of the remainder could do useful work under sheltered conditions.

Reviewing progress, the Minister recalled that in 1944 there was only one industrial rehabilitation unit in the whole country. Now there are 17 units in different parts of the country, and just under 134,000 persons have completed the courses provided.

The Industrial Rehabilitation Unit at Waddon had not opened until 1954 but since then, 5,500 persons had been through it and many had gone on to the Government Training Centre next door, which, since it first opened in 1931, had been training disabled men and women as well as the abled-bodied for employment in a variety of skilled trades. Since the passing of the Act, well over two million jobs have been found for disabled people in open industry through the agency of the Ministry.

**Remploy Services**—For the more severely disabled who needed some form of sheltered employment, the first Remploy factory was set up in 1946. Today, there are 88 factories, and Remploy has a turn-over of nearly £7,000,000. Altogether over the ten years, more than 21,000 severely disabled persons have been employed in them. At present, there are nearly 7,000—the highest figure in the company's history.

In addition, many men and women are employed in sheltered workshops provided by

voluntary organizations and local authorities with financial help from the Ministry.

**Placement Services**—The Minister spoke highly of the special placement service provided at every employment exchange in the country, through the Disablement Resettlement Officer (DRO).

Describing the place of the Industrial Rehabilitation Unit in preparing people for working full-time under industrial conditions, after long absences from work through injury or illness, the Minister observed that rehabilitation—and resettlement generally—was much more effective where there was close co-operation with the hospitals and other medical services so that the Ministry services could follow on as soon as possible after medical treatment had ended.

**Training Methods**—The Minister outlined several ways in which training could be arranged: in a government training centre, at technical or commercial colleges, or with an employer. A more severely disabled person could be trained at a residential training college run by voluntary organizations with the Ministry's financial support.

**Co-operation of Employers**—The Minister said he was very conscious that much of the success achieved by his department's resettlement services was due to the sympathy and co-operation of employers. "Without their support and goodwill and their willingness to give disabled people a chance, many fewer would have been able to prove they can make an effective contribution to the economic life of the country and in so doing live independent lives.

"I should, however, like to take this opportunity of appealing to all employers to make a special effort to employ more disabled persons this year, and to suggest that those smaller employers, who have not previously employed disabled persons, consider afresh whether they could not do so now."

**Sheltered Employment Aids Industrialists**—The Minister said that one of the biggest contributions to Remploy's success in recent years had been the sponsorship of industrialists. Under this plan, the sponsoring firm provides the work load, the plant and equipment, the materials and the know-how; Remploy provides the production space, the labour force, technical supervision and management, all services and inspection and control facilities.

## Re-designing Jobs for Older Workers

*"Job re-design for older workers" has two interpretations: modify jobs on which older workers appear to have difficulty or design jobs from outset to avoid difficulty as worker ages*

One of the technical papers delivered at the International Management Seminar on Job Re-design and Occupational Training in London, England, in October 1964 was by K. F. H. Murrell of the Welsh College of Advanced Technology. The seminar was sponsored by the Organisation for Economic Co-operation and Development (OECD).

In his paper, "Re-designing Jobs for Older Workers," Mr. Murrell explained that there were two alternative interpretations of the phrase 'job re-design for older workers'. One could be the modification of jobs on which older workers appeared to be having difficulty, so as to reduce those difficulties. An alternative interpretation would be the design of jobs from the outset so that workers as they became older did not experience difficulty.

Job design should always follow good ergonomic principles and this in itself might very well enable men to continue to carry on their jobs without difficulty longer than they might otherwise do, Mr. Murrell said. Many of the features resulting from good ergonomic design will not by any means be specific to older workers, however. They will benefit the young equally, so that if there is already a differential between older and younger people, this is likely to be maintained or even increased on the re-designed jobs.

The report describes an experiment on a component of the job of drilling, the aiming of the drill at a mark. The experiment showed that there was no difference between older and younger men regularly employed as drillers. But when men unaccustomed to handling a drill were tested, the older were worse than the young. If only the results from the inexperienced subjects had been taken into account, an impairment in whatever faculties are employed in drill-aiming might have been predicted and it would have been completely wrong.

Mr. Murrell suggested that the maintenance of unimpaired faculties could be one important determinant of what is called 'experience'. He pointed out that experience has been suggested as the factor that compensates

for age but, as with many terms of this kind, it is not easy to define clearly exactly what it is. In addition, it would seem that the 'experienced' man has been able to learn probabilities associated with his task so that he can carry it out with a minimum of decisions and this 'experience' enables him to continue doing the job with which he is familiar until quite an advanced age.

Mr. Murrell's paper stressed the importance of retraining in ameliorating the effect of changes of job. He stated that job re-design should not proceed without retraining. He suggested that pushing ahead with alterations and leaving the operator to get on as best he could was asking for trouble. It was his opinion that changes should be made in the light of knowledge of those changes which can be made tolerable by a carefully planned program of retraining.

The paper deals in some detail with factors that militate against older workers, but explains that if the knowledge of such factors is applied to job design, the results can only be validated by long-term studies to show whether the survival rate on the jobs has been increased.

Experiments are described that provided useful knowledge about the effects of aging on workers. Organizational and environmental factors are discussed, such as pacing, experience, shift work and the "natural selection" process.

The report draws attention to the difficulty of obtaining evidence of the effects of age on continued profitable employment because of the process of natural selection, which leaves available for study only those whose performance has shown little deterioration. The generally accepted cause of this was believed to be increasing ability to cope with a familiar job. It points out that making changes in jobs, even with the best of intentions, could cause more difficulties than they cure, if not carefully done.

Copies of Mr. Murrell's report are available free from the Division on Older Workers, Civilian Rehabilitation, Department of Labour, Ottawa.

DON'T JUDGE A MAN'S WORTH BY HIS DATE OF BIRTH

## Quo Vadis School of Nursing

*Experience with first applicants indicates pressing need to develop more accurate means of testing academic and emotional development in prospective candidates applying for admission*

The Quo Vadis School of Nursing in Toronto differs from traditional schools of nursing in Canada, in that its student body consists of women from 30 to 50 years of age. The first class of 32 women began a two-year course of studies in September 1964. Once graduated, they will be eligible to write the regular examination set by the Ontario College of Nurses, and may subsequently practise as professional registered nurses.

The idea for such a school grew out of intensive study of nursing education by members of the Catholic Hospital Conference of Ontario during 1962-63. Announcement of its proposed establishment elicited inquiries from 616 women.

A program was set up to review qualifications and to examine and select candidates for the first class, which was limited to 35 students. A fee of \$10, not refundable, was required from each candidate in order to attract only those with sincere intentions. Final selection, under the supervision of a psychologist, consisted of four written tests followed by personal interviews with the psychologist and the school's director and counsellor. Ultimately students were chosen on the basis of test results and personal interviews.

A progress report, dated February 1965, covers the research and counselling aspects of the school and includes a detailed statistical breakdown of the results of this selection procedure.

Out of the 77 applicants who had registered and paid their fee, 45 were found to be unacceptable for various reasons. In many instances prospective students were unable to meet the formal requirements of the College of Nurses of Ontario, the most frequent lack being high school courses in physics and chemistry or suitable options. This drawback accounted for 29 per cent of the rejects.

Quo Vadis officials think that the majority of applicants who were unable to meet the academic requirements of the College of Nurses were capable of undertaking the school course. In contrast, seven applicants who met the academic requirements lacked emotional stability. This evidence revealed the inappropriateness of applying current testing criteria to mature applicants.

Detailed data on the candidates were recorded in a systematic manner, and a staff member of the University of Toronto acted

as consultant in the assembly and analysis of this information.

Basic assumptions about adult students, plus assumptions explored in the curriculum-planning seminar held before the beginning of classes, led to the establishment of the School in the first place, and formed the framework of its program.

Because of the family responsibilities of married students, and of students who are living at home rather than in residence, as is the case in most of the regular diploma schools, it became obvious that the Quo Vadis program should allow for maximum flexibility in hours for classes and in the distribution of practical assignments.

At the outset the planning committee realized the importance of setting aside sufficient time for individual counselling and group discussion in order to accomplish four objectives:

- help students to overcome discouragement;
- determine what outside pressures may be causing tensions and impeding the progress of the student;
- consider fixed opinions and attitudes;
- share with students the goals of the program.

Although each student was assigned a staff member as adviser and was interviewed once a month for the first four months of the program, the consensus was that sufficient time had not been given to counselling and that trainees wanted and needed more individual help with classroom work, clinical practice and personal problems. Many practical difficulties stand in the way of improvement along these lines, but it is the intention of the faculty to overcome them.

Characteristics peculiar to adult students—such as a tendency to ask more questions during lectures, and to relate personal experiences while subject matter is being taught—presented serious threats to the schedule for prescribed lectures, and posed the question of a possibly lightened work-load.

The School has concluded that classroom techniques must leave room for students to trade experiences about life and for useful contributions from students with nursing experience. Allowances will have to be made for students who may have forgotten how to go to school, and consideration should be given to more refresher courses.

## COLLECTIVE BARGAINING REVIEW

### Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

#### Part I—Agreements Expiring During July, August and September

(except those under negotiation in June)

Company and Location	Union
Air Canada, system-wide .....	Air Line Pilots (Ind.)
Copper Rand Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & New-castle, N.B. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Hotels & Taverns (various), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Kingsway Transport, Smith Transport & others, Montreal & other centres, Que. ....	Teamsters (Ind.)
Motor Transport Industrial Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government .....	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Saskatchewan Government Telephones .....	Communications Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

#### Part II—Negotiations in Progress During June

(except those concluded in June)

##### Bargaining

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont. ....	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority .....	IBEW (AFL-CIO/CLC)
Building maintenance & window cleaning contractors, Vancouver, B.C. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta. ....	Calgary Power Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que. ....	Bakery Wkrs. (CLC)
CNR, North Sydney, N.S. ....	ILA (AFL-CIO/CLC)
CPA, system-wide .....	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) maintenance empl.)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
David & Frère, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
Denison Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S. ....	Mine Wkrs. (Ind.)
Dominion Steel & Coal Corp., Sydney, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada Ltd., Oshawa, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta. ....	Fire Fighters (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que. ....	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man. ....	Butcher Workmen (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (9), Hull, Buckingham & other centres, Que. ....	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que. ....	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsids., Ont. & Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System ....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Belleville, Ont. ....	Northern Electric Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Papers Wkrs. Federation (CNTU)
Quebec Hydro-Electric Commission, Montreal & other centres ....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que. ....	Metal Trades Federation (CNTU)
Saskatchewan Power Corp. ....	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask. ....	Public Empl. (CLC) (inside & outside empl.)
Shell Oil, Montreal, Que. ....	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local
Winnipeg City, Man. ....	Public Empl. (CLC)
<b>Conciliation Officer</b>	
Abitibi Power & Paper & subsids., Que., Ont., Man.	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que. ....	Marconi Empl. Council (Ind.)
Chrysler Canada Ltd., Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Consolidated Paper, Nicauba, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que. ....	Bush Wkrs., Farmers' Union (Ind.)
DeHavilland Aircraft, Malton & Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Dominion Rubber (Tire Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Red Rock, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. of B.C. ....	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C. ....	United Fishermen (Ind.) (tendermen)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont. ....	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
H.J. Heinz Co. of Canada, Leamington, Ont. ....	Packhouse Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man. ....	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
KVP Company, Espanola, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Manitoba Hydro ....	IBEW (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que. ..	Molson's Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Montreal, Que. ....	Northern Electric Empl. Assn. (Ind.) (Unit #1)
Northern Electric, Montreal, Que. ....	Northern Electric Office Empl. Assn. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Silverwood Dairies, Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

### Conciliation Board

Atomic Energy of Canada, Chalk River & Deep River, Ont. ....	Atomic Energy Allied Council (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Cannery, Vancouver & Penticton, B.C. ....	Packhouse Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hotel Chateau Laurier (CNR), Ottawa, Ont. ....	Railway, Transport & General Wkrs. (CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont. ....	UE (Ind.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)

### Post-Conciliation Bargaining

American Motors Canada Ltd., Brampton, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
CBC, company-wide ....	Moving Picture Machine Operators (AFL-CIO/CLC)
Phillips Cables Ltd., Brockville, Ont. ....	IUE (AFL-CIO/CLC)

### Arbitration

Toronto Electric Commissioners, Toronto, Ont. ....	Public Empl. (CLC)
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### Work Stoppage

Anaconda American Brass, New Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
National Harbours Board, Montreal, Que. ....	CNTU-chartered local

Company and Location	Union
Ontario Paper, Thorold, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

### Part III—Settlements Reached During June

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

*Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.—Commerce & Office Empl. (CNTU):* 2-yr. agreement covering 1,600 empl.—wage increase of \$5 a wk. eff. Aug. 1965; provision for wage reopeners Feb. 28, 1966; agreement to expire Feb. 28, 1967.

*Assn. Patronale du Commerce, Quebec, Que.—Commerce & Office Empl. (CNTU):* 3-yr. agreement covering 600 empl.—wage increases of \$6 a wk. retroactive to Jan. 1, 1965, \$5 a wk. eff. Jan. 1, 1966 and \$6 a wk. eff. Jan. 1, 1967 for drivers; wage increases of \$5 a wk. retroactive to Jan. 1, 1965, \$4 a wk. eff. Jan. 1, 1966 and \$6 a wk. eff. Jan. 1, 1967 for other empl.; work wk. reduced to 41½ hrs. (formerly 42½ hrs.) for day wkrs. eff. June 1965 and to 40 hrs. eff. Jan. 1, 1966; 11½ paid holidays (formerly 10); 2 wks. vacation with 3 wks. pay for empl. with 15 yrs. of service; employer to pay 50% of premiums for life, medical and hospital insurance; agreement to expire Dec. 31, 1967.

*Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.—Mining Empl. Federation (CNTU):* 3-yr. agreement covering 1,630 empl.—wage increases of 4¢ to 8¢ an hr. retroactive to Jan. 1965, 4¢ to 8¢ an hr. eff. Jan. 1966 and 5¢ to 10¢ an hr. eff. Jan. 1967; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; employer to pay 70% (formerly 65%) of sickness and accident insurance premiums; weekly indemnity increased to \$50 (formerly \$40); rate for labourer becomes \$2.22 an hr. Jan. 1967; agreement to expire Dec. 31, 1967.

*Associated Fur Industries, Toronto, Ont.—Butcher Workmen (AFL-CIO/CLC):* 3-yr. agreement covering 800 empl.—wage increases of \$6 a wk. retroactive to May 2, 1965, \$4 a wk. eff. May 1, 1966 and \$2 a wk. eff. May 1, 1967; work wk. to be 35 hrs. eff. May 1967 (at present 36 hrs.); pension benefits to be \$50 a mo.; fund for sick benefits to be 3% (formerly 2%) of total payroll; rate for lining makers becomes \$74 a wk. May 1, 1967; agreement to expire April 30, 1968.

*B.C. Hydro & Power Authority—Office Empl. (AFL-CIO/CLC):* 27-mo. agreement covering 1,800 empl.—wage increases of 5% retroactive to Jan. 1, 1965 and 5% eff. Jan. 1, 1966; 4 wks. vacation after 17 yrs. of service (formerly after 20 yrs.); agreement to expire March 31, 1967.

*British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada (B.C.) Ltd., Woodfibre, B.C.—Pulp & Paper Wkrs. of Canada (Ind.):* 1-yr. agreement covering 1,400 empl.—general wage increase of 15¢ an hr. eff. July 1, 1965; in addition to 6 statutory holidays and 3 floating holidays, 1 additional floating holiday to be granted after 5 yrs. of service and 2 additional floating holidays to be granted after 10 yrs. of service; new pension arrangement, superseding existing pension plan, to provide benefits at normal retirement at least equal to benefits under existing plan and not less than benefits under Canada Pension Plan; pension to be ¾% per calendar yr. of participation on earnings below Canada Pension Plan maximum and 1¼% per calendar yr. on earnings above Canada Pension Plan maximum; empl. contributions toward new pension arrangement to be 2% of annual earnings up to maximum pensionable earnings of Canada Pension Plan and 4% of annual earnings in excess of maximum pensionable earnings under Canada Pension Plan; northern differential for empl. at Watson Island increased by 3½¢ an hr.; ferry transportation charges for empl. at Woodfibre reduced by 40%; rate for labourer becomes \$2.44 an hr.; agreement to expire June 30, 1966.

*Canada Cement, N.B., Que., Ont., Man. & Alta.—Cement Wkrs. (AFL-CIO/CLC):* 2-yr. agreement covering 1,290 empl.—general wage increases of 8¢ an hr. eff. July 1, 1965 and 8¢ an hr. eff. July 1, 1966; increment between job classes to be increased by 1¢ eff. July 1, 1965 and 1¢ eff. July 1, 1966; 10 paid holidays (formerly 9); pay for scheduled work on holidays to be 2½ times regular rate and for non-scheduled work 3 times regular rate; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.), 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; new provision for jury duty supplement; employer and empl. contributions toward group life insurance, sickness and disability plan to be 9¢ an hr. and 3¢ an hr. respectively eff. July 1, 1965 (formerly 8¢ and 4¢ an hr.) and 10¢ an hr. and 2¢ an hr. respectively eff. July 1, 1966; agreement to expire July 1, 1967.

*Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 2-yr. agreement covering 1,340 empl.—wage increases of 11¢ an hr. retroactive to May 1, 1965 and 10¢ an hr. eff. May 1, 1966; evening and night shift premiums become 9¢ an hr. and 15¢ an hr. respectively eff. May 1, 1965 (formerly 8¢ and 13¢ an hr.) and 10¢ an hr. and 17¢ an hr. eff. May 1, 1966; new provision for 5 wks. vacation after 30 yrs. of service eff. May 1, 1965; rate for labourer becomes \$2.28 an hr. May 1, 1966; agreement to expire April 30, 1967.

*Dunlop Canada Limited, Toronto, Ont.—Rubber Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 600 empl.—wage increases of 14¢ an hr. retroactive to May 1, 1965, 7¢ an hr. eff. May 1, 1966 and 7¢ an hr. eff. May 1, 1967 for hourly rated empl.; wage increases of 22¢ an hr. retroactive to May 1, 1965, 7¢ an hr. eff. May 1, 1966 and 7¢ an hr. eff. May 1, 1967 for maintenance empl.; wage increases averaging 10¢ an hr. retroactive to May 1, 1965, 7¢ an hr. eff.

May 1, 1966 and 7¢ an hr. eff. May 1, 1967 for incentive wks.; 10 paid holidays (formerly 9); 2 wks. vacation after 1 yr. of service, 3 wks. vacation after 5 yrs. of service, 4 wks. vacation after 15 yrs. of service and 5 wks. vacation after 25 yrs. of service; rate for sweeper becomes \$2.29 an hr. May 1, 1967; agreement to expire April 30, 1968.

*Edmonton Public School Board, Edmonton, Alta.—Public Empl. (CLC) (caretakers):* 1-yr. agreement covering 550 empl.—wage increases of 5¢ an hr. for male junior caretakers, 7½¢ an hr. for male senior caretakers and of 2½¢ to 4¢ an hr. for women assistants; rate for male junior caretakers becomes \$3,550 a yr.; agreement to expire June 30, 1966.

*Fairey Aviation Co. of Canada, Eastern Passage, N.S.—Machinists (AFL-CIO/CLC):* 2-yr. agreement covering 940 empl.—wage increases of 8¢ to 15¢ an hr. retroactive to April 1, 1965 and 5¢ an hr. eff. April 1, 1966; 9 paid holidays (formerly 8); 2 wks. vacation (after 2 yrs. of service) to be extended by 1 to 5 days for empl. with 10 to 14 yrs. of service; employer to pay 35% of empl. contribution toward Canada Pension Plan; rate for labourer becomes \$1.84 an hr. April 1, 1966; agreement to expire March 31, 1967.

*Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.—Teamsters (Ind.):* 3-yr. agreement covering 800 empl.—wage increases of 20¢ an hr. retroactive to April 1, 1965, 20¢ an hr. eff. April 1, 1966 and 20¢ an hr. eff. April 1, 1967 for dairy wks.; wage increases of 10¢ an hr. retroactive to April 1, 1965, 10¢ an hr. eff. April 1, 1966 and 5¢ an hr. eff. April 1, 1967 for coffee shop and ice cream girls; 3 wks. vacation after 5 yrs. of service in 1966 (at present after 8 yrs.); rate for dairy worker becomes \$2.86 an hr. April 1, 1967; agreement to expire March 31, 1968.

*Hawker Siddeley (Cdn. Car Div.), Fort William, Ont.—Auto Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 800 empl.—wage increases of 10¢ an hr. in first yr., 4¢ an hr. in second yr. and 5¢ an hr. in third yr. of agreement for production empl.; wage increases of 13¢ an hr. in first yr., 6¢ an hr. in second yr. and 6¢ an hr. in third yr. of agreement for skilled trades; 3 wks. vacation after 12 yrs. of service eff. April 1966; employer to pay 75% of premiums toward hospital, medical and life insurance eff. April 1, 1966 (at present 70%); pension benefits to be \$2.25 a mo. per yr. of service (formerly \$2); agreement to expire March 31, 1968.

*Hayes Steel Products, St. Catharines & Thorold, Ont.—Auto Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 600 empl.—wage increases of 10¢ an hr. eff. June 12, 1965, 6¢ an hr. eff. June 1, 1966 and 6¢ an hr. eff. June 1, 1967 for unskilled empl.; wage increases of 13¢ an hr. eff. June 12, 1965, 6¢ an hr. eff. June 1, 1966 and 6¢ an hr. eff. June 1, 1967 for skilled trades; wage increases of 5¢ an hr. eff. June 12, 1965, 5¢ an hr. eff. June 1, 1966 and 6¢ an hr. eff. June 1, 1967 for incentive wks.; evening and night shift premiums increased to 12¢ an hr. and 15¢ an hr. respectively (formerly 9¢ and 12¢); 10 paid holidays (formerly equivalent of 8 days time off); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.), 2½ wks. vacation after 7 yrs. of service (formerly after 10 yrs.), 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.), 3½ wks. vacation after 15 yrs. of service and 4 wks. vacation after 20 yrs. of service; basic pension benefit to be \$4.25 a mo. per yr. of service (formerly \$2.80); life insurance to be \$5,000 (formerly \$3,000); weekly indemnity increased to \$60 (formerly \$40); benefits under SUB plan to be \$45 a wk. plus \$1.50 per dependant up to 4 dependants; Blue Cross Drug Prescription Plan, company paid, adopted; new provision for 3 days bereavement leave; new provision for jury duty supplement; rate for sweeper becomes \$2.34 an hr. June 1, 1967; agreement to expire May 31, 1968.

*Hiram Walker & Sons, Walkerville, Ont.—Distillery Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 600 empl.—general wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 10¢ an hr. eff. Jan. 1, 1966 and 10¢ an hr. eff. Jan. 1, 1967; additional wage increase of 7¢ an hr. for skilled trades retroactive to Jan. 1, 1965; 10 paid holidays (formerly 8½); 1 wk. vacation after 1 yr. of service, 2 wks. vacation after 2 yrs. of service, 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; cost of living allowance of 1¢ an hr. for each .6 point change in Consumer Price Index adopted; company-paid hospital and medical insurance to be available to pensioners; rate for labourer becomes \$2.68 an hr. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

*International Harvester Co. of Canada, Hamilton, Ont.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement covering 2,500 empl.—general wage increases of 10¢ an hr. in first yr., 6¢ an hr. in second yr. and 8¢ an hr. in third yr. of agreement; increases of ¼¢ in increment between labour grades in first and second yrs. of agreement; 9 paid holidays (formerly 8) in 1965 and 10 paid holidays in 1967; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 15 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 25 yrs.) and new provision for 5 wks. vacation after 25 yrs. of service; evening and night shift premiums to be 12¢ an hr. and 15¢ an hr. respectively (formerly 8¢ and 10¢ an hr.); employer to pay full cost of health plan including Blue Cross Drug Prescription Plan; SUB increased to \$30 a wk. (formerly \$24); new non-contributory pension plan to provide benefits of \$4.25 a mo. per yr. of service; vesting after 10 yrs. of service; rate for labour grade 303 becomes \$2.26½ an hr. in third yr. of agreement; agreement to expire April 21, 1968.

*Kellogg Co. of Canada, London, Ont.—Millers (AFL-CIO/CLC):* 1-yr. agreement covering 650 empl.—wage increase of 10¢ an hr. retroactive to April 15, 1965; evening and night shift premiums to be 9¢ an hr. and 13¢ an hr. respectively (formerly 8¢ and 12¢ an hr.); 5 wks. vacation in 25th yr. of service (previous maximum was 4 wks. after 20 yrs. of service); employer to pay full premiums for group life insurance and sickness and accident plan (formerly 50%); rates become \$2.08 an hr. for female empl. in plant service and \$2.27 an hr. for male empl. in plant service; agreement to expire April 1966.

*London City, Ont.—Public Empl. (CLC) (outside empl.):* 2-yr. agreement covering 550 empl.—wage increase of 5% plus 4¢ an hr. retroactive to Jan. 1, 1965, 3% plus 2¢ an hr. eff. Jan. 1, 1966 and 2% eff. July 1, 1966; 11 paid holidays (formerly 10); shift premium to be 13¢ an hr. (formerly 10¢ an hr.); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); agreement to expire Dec. 31, 1966.

*MacDonald Tobacco, Montreal, Que.—Tobacco Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,300 empl.—wage increases of 10¢ an hr. retroactive to May 1, 1965, 8¢ an hr. eff. May 1, 1966, 8¢ an hr. eff. May 1, 1967 and 7¢ to 11¢ an hr. eff. Sept. 4, 1967; work wk. to be reduced from 37½ to 36½ hrs. eff. Sept. 4, 1967; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); 5 wks. vacation after 29 yrs. of service in 1965, after 27 yrs. of service in 1966 and after 25 yrs. of service in 1967; weekly sickness and accident benefits, payable up to 26 wks. after 1 yr. of service and up to 52 wks. after 10 yrs. of service, to be \$50 a wk. for female empl. (formerly \$40) and \$65 a wk. for male empl. (formerly \$50); agreement to expire April 30, 1968.

*Manitoba Telephone System—IBEW (AFL-CIO/CLC) (electrical craft empl.):* 18-mo. agreement covering 1,000 empl.—wage increase of 5% retroactive to April 1, 1965; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); rate for journeyman becomes \$2.77 an hr.; agreement to expire Sept. 30, 1966.

*McIntyre Porcupine Mines, Schumacher, Ont.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement agreement covering 900 empl.—wage increases ranging from 2% to 5½% eff. June 1, 1965, and 2% eff. June 1, 1967; work wk. to be reduced from 44 hrs. to 40 hrs. with maintenance of pay eff. June 1, 1966; employer to pay 40% of premiums for life insurance; voluntary revocable check-off introduced; rate for miner becomes \$2.01 an hr. June 1, 1967; agreement to expire May 31, 1968.

*Montreal Transportation Commission, Montreal, Que.—Public Service Empl. Federation (CNTU):* 3-yr. agreement covering 4,050 empl.—wage increases of 30¢ an hr. retroactive to July 12, 1964, 15¢ an hr. eff. July 12, 1965, 15¢ an hr. eff. July 12, 1966 and 5¢ an hr. eff. July 11, 1967 for bus drivers; wage increases of 30¢ an hr. retroactive to July 12, 1964, 10¢ an hr. eff. July 12, 1965 and 8¢ an hr. eff. July 12, 1966 for mechanics and empl. in building maintenance; salary increases ranging from \$15.10 a mo. to \$54.63 a mo. retroactive to July 12, 1964, \$10 a mo. to \$40 a mo. eff. July 12, 1965 and \$14 a mo. to \$32 a mo. eff. July 12, 1966 for office empl. and cashiers; work wk. for mechanics and empl. in building maintenance to be reduced from 41½ hrs. to 40 hrs. with maintenance of pay; night shift premium to be 15¢ an hr. for mechanics and empl. in building maintenance and 10¢ an hr. for office personnel; Sunday premium to be time and one quarter; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); new cumulative sick leave arrangements—15 days per yr. of service up to 200 days, payable after 2 days absence (formerly 10 days per yr. of service up to 180 days, payable after 6 days absence); 100% of sick leave credits to be payable to empl. who retire or resign or are discharged (formerly one third of sick leave credits, payable to empl. retiring or resigning); life insurance increased from maximum of \$7,500 to 1½ times annual salary and employer to pay 50% of premiums; life insurance for retired empl. to be \$3,000 (formerly \$1,000); basic rate for bus driver becomes \$2.77 an hr. eff. July 11, 1967; agreement to expire July 12, 1967.

*Northern Electric, Montreal, Que.—Northern Electric Empl. Assn. (Ind.) (Units 2 & 3):* 3-yr. agreement covering 600 empl.—wage increases averaging 8¢ an hr. in first yr., 8¢ an hr. in second yr. and 8¢ an hr. in third yr. of agreement; 10 paid holidays (formerly 9); 4 wks. vacation after 25 yrs. of service (formerly after 28 yrs.); rate for installer becomes \$1.86 an hr. in third yr. of agreement; agreement to expire Feb. 25, 1968.

*Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.—Teamsters (Ind.):* 3-yr. agreement covering 1,200 empl.—wage increases of 20¢ an hr. retroactive to Jan. 1, 1965, 20¢ an hr. eff. Jan. 1, 1966 and 20¢ an hr. eff. Jan. 1, 1967; 4 wks. vacation after 15 yrs. of service introduced; rate for yardman becomes \$3.06 an hr. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

*Provincial Transport, Montreal, Que.—Public Service Empl. Federation (CNTU):* 2½-yr. agreement covering 850 empl.—wage increases of \$15 a wk. eff. July 1, 1965 and \$5 a wk. eff. July 1, 1966 for drivers; mileage rate to be increased to 5½¢ per mile eff. July 1, 1967 (at present 5¢ a mile); agreement to expire Dec. 31, 1967.

*Quebec Hydro (Shawinigan Water & Power), Que.—Public Service Empl. Federation (CNTU):* arbitration award establishing 2-yr. agreement covering 1,200 empl.—settlement pay of \$350 for period Nov. 1, 1963 to Dec. 31, 1964; wage increases averaging 20¢ an hr. retroactive to Jan. 1, 1965 and 7¢ an hr. across the board eff. Jan. 1, 1966; Thanksgiving Day to be 11th paid holiday; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); rate for labourer becomes \$2.07 an hr. Jan. 1, 1966; agreement to expire Dec. 31, 1966.

*RCA Victor, Montreal, Que.—RCA Salaried Empl. Assn. (Ind.):* 1-yr. agreement covering 700 empl.—wage increase of 3%; agreement to expire May 15, 1966.

*Saskatchewan Government—Sask. Govt. Empl. Assn. (Ind.) (labour service empl.):* 1-yr. agreement covering 1,500 empl.—wage increase of 3%; rate for labourer becomes \$1.63 an hr.; agreement to expire March 31, 1966.

*Steinberg's Ltd., Montreal, Que.—Steinberg's Empl. Protective Assn. (Ind.):* 2½-yr. agreement covering 3,000 empl.—wage increases of \$6 a wk. retroactive to March 21, 1965, \$5 a wk. eff. March 21, 1966 and \$5 a wk. eff. March 21, 1967; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); Christmas bonus of 1 day's pay to be granted to empl. with 1 or more yrs. of service eff. Dec. 1966; rate for cashier becomes \$75 a wk. March 21, 1967; agreement to expire Sept. 20, 1967.

*Steinberg's Ltd., Montreal, Que.—Steinberg's Warehouse & Transport Empl. Assn. (Ind.):* 2½-yr. agreement covering 1,000 empl.—wage increases of \$4 to \$6.50 a wk., depending on classification, retroactive to March 15, 1965, \$2 a wk. eff. June 15, 1965 and \$5.50 to \$7 a wk., depending on classification eff. Sept. 15, 1966; 8 paid holidays (formerly 7); 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); afternoon and night shift premiums to be \$3 a wk. and \$6 a wk. respectively (formerly \$2.50 a wk. and \$5 a wk.); rate for labourer becomes \$77.50 a wk. Sept. 15, 1966; agreement to expire Sept. 14, 1967.

## 49th International Labour Conference

*Canada's Deputy Minister of Labour, Employer Delegate and Worker Delegate speak in discussion of Director-General's Report. Special Government Adviser also delivers address*

The role of the International Labour Organization needs to be redefined, with greater precision, because in its new role it must seek to help member states to speed their economic growth, George V. Haythorne, Deputy Minister of Labour, told the 49th International Labour Conference, held in Geneva from June 2 to 24.

Mr. Haythorne, who is Chairman of the ILO Governing Body, was addressing the opening session. Later, as Chairman of the ILO Working Party on the Program and Structure of the ILO, he introduced its first report.

Three other Canadian delegates also took part in the discussions on the report of the Director-General. They were: Employers' Delegate Kenneth Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada; Workers' Delegate Joseph Morris, Executive Vice-President, Canadian Labour Congress; and Government Adviser Ron Bassford, M.P. for Vancouver-Burrard.

### Opening Session

At the first session, Mr. Haythorne told the delegates the ILO's work since its formation was a matter of record, but "the past accomplishments are nothing compared with what we can hope to achieve in the years to come, if we use wisely and effectively the opportunities our organization offers."

The world of 1965, with its far-reaching scientific and technical advancements, and the surge of economic and social development accompanying the emergence of vigorous new national states, is a vastly different place from the world of 1919 when the ILO was created, he asserted.

Today the ILO has a new role to play. Some may say that this new direction of ILO activity is in conflict with its long-developed work in promoting improved working and living standards. But the ILO, through its tripartite structure, can bring to its task of helping in economic development the experience it has gathered in the past half century in improving working standards.

Thus it can ensure that economic growth, and full regard for the necessity of sharing in the fruits of such growth, go hand-in-hand.

The ILO in stressing the need for economic development does so because of the human consequences, including the rights of workers, their protection, their welfare, and their fair

rewards, as well as because of the key importance of the human contribution to such growth in the first place, he said.

This new role for the ILO is larger and more profound than anything our founding fathers dreamed of. It means that the role of the ILO needs to be redefined with greater precision—in relation to other international organizations concerned with economic and social development, in relation to regional bodies, in relation to bilateral programs, and in relation to the needs and wishes of workers, employers and governments.

We are still seeking the proper balance between the ILO's traditional activities and its new endeavours. Studies, research, pilot projects and evaluation are determining the types of operational programs that can be most effective.

Mr. Haythorne noted that there had been a steady increase over the year in the number of ratifications of Conventions. That many of the Conventions ratified deal with discrimination and human rights should be encouraging to members of the conference, he said.

The tremendous needs of working men and women in the world have long been recognized, and we now have a growing sense of confidence that our organization can make a real and vital contribution in helping to meet these needs.

Mr. Haythorne declared that the ILO was in a particularly strategic position "to give practical expression both to the determination of the needs of men and women throughout the world, and to the establishment of sound policies and programs designed to meet them."

### Report of the Working Party

In introducing the report of the Working Party on the Program and Structure of the ILO, Mr. Haythorne said rapidly changing world developments made an examination of the ILO's basic purposes, programs, and methods particularly urgent at this time.

"There is, I think, little doubt or uncertainty about the aims and objectives of the ILO. They can be broadly stated as the improvement of employment and working and living conditions throughout the world."

Mr. Haythorne pointed out that programs for the ILO must be determined in relation to the tasks that face mankind. The Working Party was conscious that in developing the ILO's part of these tasks there must be a co-ordinated approach, and was seeking to avoid any isolated, unco-ordinated and wasteful effort.

The committee believed that by determining broad program areas before turning to the instrumentalities required, there was less danger of perpetuating outworn methods. If emphasis had first been placed on particular techniques, this approach could easily have resulted either in maintaining the *status quo* for its own sake or in developing new types of machinery before an agreement had been reached on what the essential tasks of the ILO are in today's increasingly complex world, Mr. Haythorne said.

The committee began its work with an examination of the development and utilization of human resources as a major program area. It was recognized (in paragraph 18 of the report) that the development and utilization of "human resources" are decisive factors in economic expansion and in social progress.

The committee realized that if people do not have the skills to use natural resources, and the capital and equipment that must accompany them, and if they are not productively employed or do not participate actively, freely and in a responsible manner in development, it will be difficult to achieve economic and social progress.

He said that was true of all countries but, as the report noted, it applied particularly in the case of those with developing economies.

Mr. Haythorne quoted paragraph 19 of the Working Party's report:

19. The role which human beings can play in the process of development will be enhanced if living and working conditions are improved, if standards of living are made more satisfactory, and if a greater degree of social justice is attained. This makes it necessary to stress the other fundamental aspect of human resources policy, namely that the ultimate objective of development is human fulfilment. A policy for the development and utilization of human resources, therefore, implies recognition of the right of each person to obtain employment, to enjoy the fruits of the production to which he has contributed, and to develop his faculties to the fullest extent.

"I am sure you will agree that this means that adequate attention must be paid to leisure as well as to working hours."

In five consecutive paragraphs the committee then turned to consideration of objectives in the human resources field, and examined those which the ILO proposed to the Secretary-General of the United Nations as appropriate for the United Nations Development Decade, as well as the specific ILO objectives in the development and utilization of human resources.

Paragraph 23 said: "The ILO should continue to define principles of universal application and develop policies which are suited to the situation in countries at various stages of development. It must then develop programs and techniques which enable effect to

be given to the principles and policies thus defined, . . ."

In order to carry out these tasks, the report said in Paragraph 24, "the ILO must continue to accumulate technical knowledge which will serve as a basis for the assistance and the advice which it will be called upon to give to governments, employers' and workers' organizations, and other bodies competent in the field of human resources."

In the next paragraph it said the ILO must seek the co-operation of the international organizations active in some particular field of human resources development, naming as examples the United Nations Educational, Scientific and Cultural Organizations, the Food and Agriculture Organization and the World Health Organization, and the International Bank for Reconstruction and Development and other similar organizations.

"The participation of the three constituent groups of the ILO in the human resources programs undertaken by the Organization at the national and international levels is an essential factor in the success of these programs," the committee said in Paragraph 26.

In Paragraph 27 it said that the Working Party considered that the Organization should act as the focal point in world-wide efforts for the development and utilization of human resources, and expressed the view that the member States should be invited to provide the ILO with relevant information on the technical co-operation activities that they are carrying out in the field of human resources. "The ILO should disseminate information on its pilot projects, research and other activities, so as to make generally available the expert knowledge it acquires," it said.

In concluding, Mr. Haythorne said that in a world of rapid changes the ILO cannot and must not allow itself to be out of step or left behind in the march of history.

"Rather our organization must be out in front grappling with the difficult and complex problems of our day in the labour and social fields. The Working Party is determined to help in this task to the best of its ability."

The Committee consisted of eight government members, six employers' members, and six workers' members. They were selected to give representation to different regions of the world, different stages in economic development and different forms of social organization.

#### Canadian Employer Delegate

Kenneth Hallsworth, Canadian Employer Delegate, said Canadian employers recognized the importance of the role the ILO had played in industrial society.

He said many changes had occurred in the world since the ILO was formed and greater emphasis was now being placed on

investment in human resources in the formulation of development programs.

"New concepts, philosophies, institutions and ideologies have emerged," he said. "Technological changes are confronting many of us today with difficult social and economic problems that have yet to be thoroughly identified or completely analyzed."

In the light of these changes, Mr. Hallsworth said, "we agree with the ILO's decision to re-examine and reappraise its part in the scheme of our society to determine what must be done to ensure that it continues to occupy the role of a responsible agency."

Mr. Hallsworth pointed out that new and fresh ideas had emerged as a result of the Director-General's report, which focused attention on the program and structure of the ILO for future years.

Although there had been a consensus of approval on many of the proposals, he said, there was some divergence of views on the relative importance and priority that certain aspects of future programming should have.

Mr. Hallsworth said that although the Working Party's first report represented only the beginning of a much larger job, it defined some specific guidelines in very important areas. The Canadian Employers' delegation commended members of the Working Party for their report and particularly for their decision to focus attention on the proposed major programs relating to human resources.

He then quoted paragraph 18 of the report:

National development does not depend only on the existence of natural resources and on an ample supply of capital and equipment. If people do not have the skills needed to exploit these resources fully, if they are not productively employed, if they do not participate actively, freely and in a responsible manner in the various tasks of development, it will be very difficult to achieve significant economic and social progress. This is particularly true of the developing countries in which human resources are abundant, but where the skill potential of such resources is inadequately developed and the opportunities for productive employment are insufficient. In short, it is increasingly recognized in the theory and practice of development that the development and utilization of "human resources" are decisive factors in economic expansion and, in consequence, in social progress.

Mr. Hallsworth said these words clearly indicated where most of the time and resources of the Organization should be devoted if the standards of living in the developing countries are to be raised to a tolerable level.

In recent years a growing proportion of the ILO's time and resources had been spent in the area of technical assistance, he asserted. "If this conference does, as I hope it will, make it unmistakably clear to the Governing Body and to the Office that even greater efforts should be made in this direction, it is essential that the amount and kind of

technical assistance meet the needs of the particular nations being aided. Research, including analyses of results and the exchange of information, are prerequisites if a program of this kind is to be sound of structure and purpose."

Priority of this kind, the speaker declared, once again raises questions about the ILO's traditional standard-setting task. The Director-General declared in his report that international instruments are the backbone of the Organization. "I suggest that they are not. However relevant they may have been in the past, conditions today have changed to such an extent that this aspect of the ILO's work requires the most careful scrutiny."

He said delegates of the newer nations have said they are nations with relatively undeveloped economies. They are essentially non-industrial, with a social and economic life quite different from that in the more highly industrialized countries. With the best intentions, these developing states very often cannot at present expect to meet the international labour standards that were adopted by the ILO when most members of the Organization were industrial countries.

"There is a real danger that the adoption of instruments of this kind may serve to hinder rather than to help developing countries," he warned.

Continuing, he said: "If standard-setting is to be continued as an important feature of the ILO program, then it should, as far as possible, be done with a maximum of flexibility through the development of Recommendations or Resolutions rather than Conventions. These should be broadly based and concerned with statements of principle on matters to which all member states can give expression appropriate to their circumstances.

"Future instruments should avoid substantive details, the implementation of which requires a level of economic development which a large number of member states have yet to attain. In the same vein, consideration should also be given to the revision or elimination of existing standards that are no longer meaningful or applicable."

Turning to the Director-General's outline of re-organization and changes that have been made in the Office to afford greater flexibility in ILO programming, Mr. Hallsworth said there had been considerable examination and debate on the relevance of certain features of the ILO structure.

"In our opinion there is no need for drastic changes in the present relationship between the Conference, the Governing Body and the Office. Canadian employers believe that ways and means can be found within the existing framework to make these bodies more effective and more efficient.

"In particular, we believe that changes in the role of the Governing Body, as suggested by certain delegates, would be most unwise. We agree with the Director-General when he said that only a strong and effective Governing Body can show the Conference ways of overcoming disputes which otherwise might persistently divide it."

He said that paramount in the structure of the ILO is its tripartite character, which gives it its unique status and power. "It is imperative that this tripartite feature be preserved and not allowed to be weakened or undermined by those who do not accept that this is the very essence and foundation of the ILO."

"The tripartite structure is an acknowledgment of the existence of mutual interests and its successful operation is positive proof that the aims of employers and workers are reconcilable. Tripartism loses all force and purpose if employers and workers are not absolutely free and unhampered in the selection of their representatives and in the degree of their participation in the affairs of the ILO."

"Sound industrial relations can only develop in a harmonious manner between responsible organizations which are independent of each other and of their governments. If we are to preserve this tripartism, it is essential that workers and employers constantly examine the role of governments in their affairs," Mr. Hallsworth concluded.

#### Canadian Worker Delegate

Speaking on the Director-General's report, Joseph Morris, Canadian Worker Delegate, said discussions this year should prove particularly interesting because they were being held during the International Co-operation Year (see page 000) and "in the shadow of a serious crises in the United Nations."

The International Co-operation Year should represent for the nations of the world an opportunity "to see and to emphasize that which unites rather than that which divides them," Mr. Morris said. The challenge is clear and is in the best traditions of the ILO "to embark on a mission of international solidarity to combat the common enemies of all mankind."

Mr. Morris continued: "The member states should take serious cognizance of the appeal issued by the Governing Body to ratify, during this year, the international labour Conventions dealing with human rights, and especially the Conventions that are aimed at the abolition of forced labour, discrimination in employment and the obstacles to the free exercise of freedom of association and the right to organize."

Neither is it too much to hope, he said, that the industrial countries, the nations that have achieved a greater degree of well-being

and development, will make during this year greater efforts for overseas assistance and co-operation, and will devote a large share of their national income to further and enhance the economic development of those parts in the world where hunger and want are still prevalent.

We should also remember during this debate the serious political and financial crisis in the United Nations itself. Regardless of what we may think of the constitutional relationship governing the United Nations, the ILO and the other agencies, it is quite clear that the undermining of the prestige and authority of the United Nations is bound to have a depressing effect on the whole United Nations family of organizations, including the International Labour Organization. . . .

It is important, therefore, more than ever at this time, because of the crisis in the international community, to safeguard the future of the International Labour Organization so that it, too, does not become a victim of misguided policies and intergovernmental rivalries.

For the millions of workers throughout the world, Mr. Morris said, there is too much at stake in the continuing existence and growth of this Organization for them to remain indifferent to the dangers with which it is faced.

Mr. Morris said the Canadian trade union movement was in full agreement with the Director-General that the ILO should concentrate on the elements of its responsibilities that are central to its mandate and should avoid dispersion of energy in peripheral activities.

It was obvious, he said, that none of the ILO objectives can be fully realized in a world of tension and international conflict because their full implementation depended on peace and disarmament and on freedom for all people.

Pointing out that this was the third year of debate on the program and structure of the ILO, Mr. Morris said it might still be important to stress the need for the ILO to have a clear definition of its own field of competency, and to avoid undertaking action that is clearly the function of another organization.

Turning to the new administrative structure introduced by the Director-General, Mr. Morris said it should be given a chance to prove itself in practice.

Because the ILO is the only tripartite inter-governmental organization, it is essential that it makes full use of this unique arrangement—something which may not have been fully exploited in the past.

This structure is undoubtedly a source of added administrative difficulty to the Director-General, but it could also become a tower of great strength in enhancing the authority and prestige of the Organization, in obtaining support and understanding for larger financial contributions, and in developing a pool of readily available technical experts.

This could only be achieved, he continued, with the aid of more adequate administrative machinery, and by giving greater standing and prominence within the ILO structure to internal and external relations with the workers' and employers' organizations.

Some think, he said, that manpower and social policy in industrialized countries should be left to their own regional agencies, to organizations like the European Economic Community or the Organization for Economic Co-operation and Development.

We disagree with this, and disagree most emphatically. These regional organizations are not tripartite in structure, are not based on universal considerations, have no direct voice of workers' and employers' organizations—in short they are strictly governmental agencies.

It would be a mistake for the ILO to abdicate its traditional role in the industrialized countries and become a mere co-ordinator of, or adviser to regional agencies. It would be a mistake to reduce its activities in the industrialized countries at a time when these are faced with some very grave problems of unemployment, adjustment to technological change, determination of the role of workers' and employers' organizations in the process of decision-making for planned economic growth, the proper utilization of leisure time, and the problems of the young and of the old.

Mr. Morris said it might be advisable to find room within the new structure for a special branch dealing with industrial countries, in addition to the three regional branches, for Africa, Asia and the Middle East, and Latin America. The word "regional" should not become synonymous in ILO language with "underdeveloped" or "developing".

One could readily understand the feeling of frustration resulting from the lack of capital for investment and economic growth, arising in many countries that are faced with the need to develop their resources and to industrialize, he said.

We cannot, however, accept the notion that national wealth can only be accumulated as a result of the exploitation of those who work. Neither can we agree with those who claim that only the industrialized countries can afford freedom of association, the right to organize and to form free trade unions. . . .

It would run counter to all basic human considerations that only the rich nations can afford human rights while the poor and dispossessed are denied dignity and freedom.

Mr. Morris said he was disappointed that in the chapter of the Director-General's report dealing with major program areas hardly any mention was made of the need for an intensified program in the field of co-operatives. The ILO, he asserted, has made an unparalleled contribution to the world co-operative movement. It was largely due to its initiative and efforts from the earliest days that the social significance of the special economic role of co-operatives had been recognized on a world scale.

It is the opinion of our people in Canada that the performance of the ILO in this field

has declined in the past several years. We should aim to specialize in the types of co-operatives that are especially valuable for trade union members and urban workers: the organizations for consumer goods, housing, consumer credit, insurance and small industries. This should remain the sole responsibility of the ILO.

It is essential to augment and strengthen the ILO staff that deals with co-operatives, and to bring together more often the Panel of Consultants on Co-operatives. "The ILO should try to retain its reputation of reliability and high standards of performance, so that co-operatives throughout the world would look toward the organization for leadership and guidance as they did in the early days."

Mr. Morris emphasized that the ILO must continue in its historic task of developing new international labour standards and of modernizing existing ones. The time was now ripe, he thought, for the Organization to begin paying more serious attention to the protection of the rights of civil servants and government employees.

"An ever-growing section of the labour force in all countries now works for governments. Still, no meaningful code of behaviour, no recognized national standards to guide relations between employers and employees in this field have yet been developed by this Organization," Mr. Morris said.

#### Adviser to Government Delegation

"We in Canada are both impressed and encouraged by the 'new look' of the ILO," said Ron Basford, M.P., Special Adviser to the Government delegation. "It is essential for this, as for any other organization, to examine periodically its basic objectives and the way these are expressed through current policies and programs. In today's rapidly changing world we must not be afraid to think along new lines. New programs can encourage us to be more creative and productive in our tasks."

Mr. Basford was substituting in the debate for Hon. Allan MacEachen, Minister of Labour, who had planned to attend the conference but was unable to do so.

The speaker declared that one evidence of this new vitality was the decision to start a new International Centre for Advanced Technical and Vocational Training at Turin, Italy. It was Canada's hope, he said, that the Centre would help to meet the need for increased technical competence in the working force, a need that had become critical in many countries facing a shortage of skilled manpower.

Canada was attempting to meet this need by substantially expanding technical training facilities, he said, but had found it difficult to develop training programs fast enough to match the expanding demand for skilled workers.

The shortage of skilled manpower brought on by rapid advances in technology and economic growth had become a major international problem, affecting most industrialized or developed countries as well as developing countries, he continued.

The need for increasingly complicated skills and the effect on job displacement of technological change were problems to which the ILO must devote more time as it develops its program in the human resources field, Mr. Basford told the conference.

The key role which manpower policies play in the whole life of a nation cannot be overstressed. We must acknowledge this key role and become more and more imaginative in developing and pursuing active manpower policies.

As people vitally concerned with this whole problem, we must realize and clearly understand that economic growth can best be advanced by a working force which, on the one hand, is fully qualified and, on the other hand, benefits from safe and agreeable working conditions as well as from a fair and equitable return for its labour.

In this connection, he said, Canada had enacted a Canada Labour Standards Act and a Canada Pension Plan. "We have drawn heavily on the collective bargaining experience in Canada and other countries in developing what in fact is a comprehensive labour standards code."

On the Canada Pension Plan he said: "We regard this as a most progressive piece of social legislation and we acknowledge the helpfulness of the experience and advice of other nations and of the ILO itself in working out this important program."

Turning to the role of co-operatives, Mr. Basford said Canada had profited from the

co-operative movement. He offered some practical examples and lessons where co-operatives played an important part: in agriculture, where the movement had reached its greatest development, and in fisheries, where co-operatives are making important contributions.

The co-operative movement in Canada is "essentially a movement beginning at the grass roots among groups of people, with only limited government participation. . . . One of the basic co-operative tenets is self-help. State assistance, if not very carefully controlled and administered, can easily undermine this foundation and infringe upon the autonomy of the movement. . . .

"As a supplement, or even alternative, to state aid, the proposal made at the 1961 F.A.O. Conference to provide assistance through the facilities of a world co-operative bank is, I think, a sound consideration.

"Through an organization of this type many of the special needs of co-operatives in developing countries could be met. Loans made under favourable conditions could assist in strengthening the agricultural economy generally and help to increase food production."

These are basic problems facing many countries in developing their primary resources, he pointed out, and must be solved if there is to be a sound economic and social structure.

"It is this challenge, the challenge to increase the worth of a people or a nation, that the co-operative movement in Canada and across the world must meet. I hope that our Canadian experience will provide encouragement and provide some useful lessons to other countries," he concluded.

## 162nd Session, ILO Governing Body

Oumar Baba Diarra, Secretary of State for the Civil Service and Labour, Mali, has been unanimously elected Chairman of the Governing Body of the International Labour Office for the year 1965-1966. Mr. Diarra, the first African to preside over the Governing Body, succeeds George V. Haythorne, Canadian Deputy Minister of Labour.

Employers' Vice-President, Pierre Waline (France) and Workers' Vice-President, Jean Mori (Switzerland) were both re-elected.

The elections took place in June during the 162nd Session of the Governing Body, the first part of which was held in May before the 49th Session of the International Conference.

During the earlier part of its session, the Governing Body decided that the International Centre for Advanced Technical and Vocational Training established by the ILO in Turin would begin operating this autumn. The Governing Body had authorized the ILO Director-General to start the work of the Centre one month after the ratification by the Italian Parliament of the agreement between the ILO and the Italian Government and the receipt of the voluntary contribution of the Italian Government for 1965; and to open the Centre at least three months after the receipt of this contribution. The agreement, which had already been approved by the Italian Chamber of Deputies, was ratified by the Italian Senate on June 22.

# TEAMWORK in INDUSTRY

The responsibilities and goals of management and labour are similar, said J. W. Dodds, general manager of Alberta Government Telephones, speaking to some 100 delegates at the AGT fourth annual labour-management meeting at Banff, Alta.

Mr. Dodds said that labour and management not only had many similar goals but also faced many similar problems in attaining those goals.

He noted that management's three main responsibilities were to the shareholders, subscribers and labour.

The company could give its employees the best possible equipment and working environment for top efficiency, but "... a smooth working relationship ... must function between ... management and the mobilizing force of labour."

Mr. Dodds stressed that the employees' voice was their union, and through that voice "management should be able to get the feelings and opinions of the employees and act accordingly."

He described labour's goals as a decent standard of living, security and good working conditions.

Looking then at labour's responsibilities, he added that the employees were the ones responsible for good relations with the public—shareholders and subscribers.

"Management can spend thousands of dollars on advertising and promotion ... only to see it all nullified by a repairman walking across a newly-waxed floor in nailed boots.

"You are the ones to meet the customer face-to-face ... and it is your attitude that leaves the final impression of the system on the minds of the public."

He added that though management shared many of labour's goals, it must also accept the added responsibilities of planning ahead, making the right decisions, accurately projecting growth and equipment patterns.

For both sides, he commented, "our pride in our work is one of the main factors in establishing what is commonly called 'job satisfaction'."

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

When Alex Muscovitch recently retired from the CNR's Transcona shop near Winnipeg, Man., he reversed the usual order and presented the company with a certificate of merit for the CN's high standard of employer-employee relations. The framed award was accompanied by a special book to be signed by all retiring shop personnel who agree with the citation.

\* \* \*

Dr. John Weinrich, head of the University of Alberta's department of economics, has told the Alberta Branch of the Chartered Institute of Secretaries that employee participation is necessary if Canada's economy is to grow.

He listed three phases through which management's philosophies concerning employee relations have travelled, then the fourth phase management must develop to stay competitive.

Dr. Weinrich said these three concepts were: man was another machine; man and machines were alike but man had to adapt to machines; man was considered human but needed constant motivation because he was passive and dependent.

He maintained that these three concepts promoted only vertical management structure with directive management, instead of a more horizontal structure with active employee participation.

"The response (of the workers) is best when they are able to participate in decision-making on matters which directly affect them," he noted.

He added that to achieve this, management must rearrange its thinking to encourage employees to develop their capacities for independence and decision-making, and to increase their knowledge and ability to perform.

\* \* \*

Against a 13-year background of on-the-job harmony, members of the Allied Construction Council and Ontario Hydro met earlier this year to extend those relations into the construction of a \$220,000,000 generating station at Courtright.

During their 13-year association on such projects as the Niagara River Development and St. Lawrence Power project there has never been a work stoppage on the job.

"We hope to bring the same spirit of harmony into the Sarnia undertaking," said W. H. Barnes, Hydro's labour relations director.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held two one-day meetings during May. During the month the Board received twelve applications for certification, two applications for revocation of certification, and one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of one application for certification.

### Applications for Certification Received

1. General Truck Drivers Union Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed at the Rexdale Ontario terminal of Lewis Motorways (Investigating Officer: S. Emmerson).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard SS *M. J. Boylen* by Canadian General Electric Co. Ltd., Toronto, Ont., or Engineering Consultants Limited, Saint John, N.B., or Brunswick Mining and Smelting Corporation Ltd., Dalhousie, N.B. (Investigating Officer: H. R. Pettigrove).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of foremen employed by the National Harbours Board at the Port of Quebec (Investigating Officer: R. L. Fournier).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard the SS *Irving Ours Polaire* by Engineering Consultants Limited, or Kent Line Limited, or Irving Steamships Ltd., Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

5. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers and warehousemen, employed by Hubert Transport Inc., Ste. Therese de Blainville, Que. (Investigating Officer: R. L. Fournier).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Tribune Incorporated, CHLT-AM, CHLT-FM, CHLT-TV, Sherbrooke Telegram Printing and Publishing Company CKTS Station, Sherbrooke, Que. (Investigating Officer: R. L. Fournier).

7. International Union of District 50, United Mine Workers of America Local Union 13946, on behalf of a unit of long-shoremen employed by Clarke Traffic Services Ltd. (Newfoundland Steamships (1965) Limited (Terra Nova Steamship Co. Ltd.), St. John's Nfld. (Investigating Officer: R. L. Fournier).

8. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the SS *Texaco Warrior* by SS Texaco Warrior Ltd., Montreal, Que. (Investigating Officer: S. Emmerson).

9. Transportation-Communication Employees Union, System Division No. 7, on behalf of a unit of employees of Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

10. Association of the Employees of Verreault Navigation C.F.I.A., on behalf of a unit of unlicensed personnel employed by Verreault Navigation Inc., Les Mechins, Que. (Investigating Officer: R. L. Fournier).

11. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Tribune Inc., Sherbrooke, Que. (Investigating Officer: R. L. Fournier).

12. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Telegram Printing and Publishing Co. Ltd., Sherbrooke, Que. (Investigating Officer: R. L. Fournier).

### Applications for Revocation Received

1. Colonial Broadcasting System Limited, St. John's, Nfld., applicant, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on January 30, 1964, to the respondent union in respect of a unit of employees of the applicant company (L.G., Mar. 1964, p. 213).

2. Alfred J. K. Penz, et al, applicants, British Columbia Television Broadcasting System Ltd. (formerly Vantel Broadcasting Co. Ltd.), respondent, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent. The application was for the revocation of the certification issued by the Board on June 8,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

1961, to the respondent union in respect of a unit of program and production employees of the respondent company (L.G. 1961, p. 794).

#### **Request for Review under Section 61(2)**

Request by the National Syndicate of Longshoremen of Ha! Ha! Bay, for review of the certificate issued to it by the Board on June

23, 1955, in respect of a unit of longshoremen employed by Saguenay Terminals Limited, Port Alfred, Que. (L.G. 1955, p. 946).

#### **Application for Certification Withdrawn**

Seafarers' International Union of Canada, applicant, and Engineering Consultant Limited, Saint John, N.B., respondent (L.G., May, p. 423).

## **Conciliation and Other Proceedings before the Minister of Labour**

### **Conciliation Officers Appointed**

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae).

2. National Harbours Board, Prescott, Ont., and the Civil Service Association of Canada (Conciliation Officer: T. B. McRae).

3. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and the International Association of Machinists (Conciliation Officer: C. Arthur Frey).

4. Zenith Transport Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

5. The British Yukon Navigation Company Limited, North Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

6. Westward Shipping Ltd., Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

7. The British Yukon Navigation Company Limited, North Vancouver, B.C., and Canadian Merchant Service Guild, Inc. and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. S. Tysoe).

8. Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Inc., and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. S. Tysoe).

### **Settlements by Conciliation Officers**

1. Boyles Bros. Drilling (Alberta) Limited, Edmonton (Yellowknife Branch), and Western District Diamond Driller's Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 525).

2. Cargill Grain Company Limited, Baie Comeau, Que., and Local 977, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (Conciliation Officer: R. L. Fournier) (L.G., May, p. 425).

3. Canadian Arsenal Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae) (L.G., May, p. 425).

4. Los Angeles-Seattle Motor Express Inc., Burnaby, B.C. Terminal, and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

5. Soo-Security Motorways Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

6. Gill Interprovincial Lines Ltd., North Burnaby, B.C. Terminal, and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

7. Reid's Moving and Storage Co. Ltd., Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 251).

8. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57 of the Office Employees' International Union (Conciliation Officer: C. E. Poirier) (L.G., June, p. 525).

## Conciliation Boards Appointed

1. TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L.G., April, p. 342).

2. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 425).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 526) was fully constituted in May with the appointment of T. C. O'Connor of Toronto as Chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from

the other two members of the Board, David L. G. Jones, Q.C. of Hamilton and Murray Tate of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., June, p. 526) was fully constituted in May with the appointment of His Honour Judge Paul Hurteau of Montreal. Judge Hurteau was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, M. A. Harrison of Ottawa and Robert Sauve of Montreal, who were previously appointed on the nomination of the company and union, respectively.

*(Continued on page 664)*

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## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Legal Decisions Affecting Labour

*Supreme Court of Canada refuses leave to appeal ruling that provincial labour legislation covers Dorval Airport porters  
Saskatchewan appeal court dismisses application for mandamus and upholds order of the provincial Labour Relations Board*

The Supreme Court of Canada, by refusing leave to appeal to the Supreme Court of Canada from the judgment of the Quebec Court of Queen's Bench (Appeal Side), upheld the decision of that Court that porters at the Dorval Airport, being employees of a Montreal limousine service, are under provincial jurisdiction and subject to the Quebec Minimum Wage Act.

In Saskatchewan, the Court of Appeal held that the Labour Relations Board, in ordering a representation vote under S. 6(1) of the Saskatchewan Trade Union Act, acted within its discretionary powers and therefore such order could not be questioned in *mandamus* proceedings.

## Supreme Court of Canada . . .

**. . . upholds ruling that porters at Dorval Airport are under Quebec Minimum Wage Act**

On May 18, 1965, the Supreme Court of Canada, in rejecting a motion presented by Murray Hill Limousine Service Ltd. to grant leave to appeal to the Supreme Court of Canada, upheld the judgment of the Court of Queen's Bench (Appeal Side) to the effect that the porters at the Dorval Airport are under provincial jurisdiction and subject to the Quebec Minimum Wage Act.

Murray Hill Limousine Service Ltd. has been operating a transportation service for the passengers between Dorval Airport and Montreal. The company provided also, as a distinctive and separate service under a contract signed with the airlines operating from Dorval Airport, the services of porters. The company was sued by 17 porters under the Quebec Minimum Wage Act for differences in wages allegedly due to them under the Minimum Wage Commission Ordinance No. 4 as amended. The individual claims amounted to a total of \$11,046.83.

The company contested the action on the ground that there was lack of evidence regarding an estimate of hours of work performed by the porters; the porters were exempted from the application of Ordinance No. 4 because the company exercised no control over their work and their time and

because they worked outside the company's establishment; and finally, the porters, being exclusively engaged in giving porter service to airline passengers and personnel at the Montreal International Airport, were all engaged in an undertaking or work forming an integral part of and necessarily incidental to the effective operations of aerodromes and air transportation, and thus were under exclusive federal jurisdiction and not subject in the performance of their duties to the provisions of the Minimum Wage Act of the Province of Quebec or to the Ordinances enacted thereunder.

The action was maintained on December 13, 1962 by Mr. Justice St. Germain of the Quebec Superior Court, who upheld the porters' claims under the Quebec legislation to the amount of \$10,243.69. The trial judge rejected the first two grounds of the company's defence. But he did not consider the company's defence based on the contention that the porters were under exclusive federal jurisdiction, because, contrary to Article 114 of the Code of Civil Procedure, the company pleaded the unconstitutionality of the Minimum Wage Act before sending notice to the Attorney General of the Province of Quebec.

On appeal, the judgment of the Superior Court was affirmed on February 9, 1965 by a majority decision of the Quebec Court of Queen's Bench (Appeal Side). The Appeal Court did consider the company's contention that the porters were under federal jurisdiction and that the Quebec Minimum Wage Act did not apply. This contention was rejected by the majority of judges (with Mr. Justice Rinfret dissenting).

Mr. Justice Taschereau, in his reasons for judgment, stated that air transportation is under exclusive federal jurisdiction, as it was decided by the Privy Council in the *Aeronautics* case (1932) A.C. 54 and by the Supreme Court of Canada in *Johannesson et al v. West St. Paul* (1932), 1 S.C.R. 292.

The question before the Court of Appeal to decide was whether the work of the porters and the air transportation constituted one and the same operation or two distinct enterprises.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

After examining the evidence with reference to the nature of service rendered by the porters, Mr. Justice Taschereau concluded that the porters neither embarked the planes to deposit the luggage inside the planes nor embarked the planes to bring the luggage out of the planes. That work was done by other persons.

Further, Mr. Justice Taschereau noted that the passenger, when buying his aircraft ticket, has the right to require the air transport company to place his luggage in the airplane and bring it out of the plane on arrival at a destination. The obligations of the air transport company stop, on arrival, at the moment when the luggage has been deposited in the custom office or the cloak-room. The passenger has to claim his luggage at the custom office or at the cloak-room and carry it himself or obtain, for this purpose, the services of a porter.

The Privy Council gave an opinion on this matter in a case very similar to the situation at bar, namely, *Canadian Pacific Railway Company and A.G. for British Columbia and A.G. for Canada* (1950) A.C. 122, (L.G. 1950, p. 217) where the following facts were related:

The appellant, the Canadian Pacific Ry. Co., which owned and managed the Empress Hotel in Victoria, British Columbia, while not denying that the regulation of hours of work was ordinarily a matter of "property and civil rights in the province" under head 13 of S. 92 of the British North America Act, 1867, and accordingly within the legislative competence of the provincial legislature, contended, *inter alia*, that the company's activities had become such an extensive and important element in the national economy of Canada that the Dominion Parliament was entitled under the general powers conferred by the first part of s. 91 of the Act of 1867 to regulate all the affairs of the company, even where that involved legislating in relation to matters exclusively reserved to the provincial legislatures by s. 92.

Lord Reid, who rendered the judgment of the Privy Council, stated (p. 144): "... It may be that the appellant's railway business and hotel business help each other, but that does not prevent them from being separate businesses or undertakings." And (p. 148):

As their Lordships hold that the general power conferred on the Parliament of Canada by the first part of S. 91 does not apply in this case and that this hotel does not come within the scope of either head 10(a) or head 10 (c) of s. 92 it follows that regulation of the hours of work of those employed in this hotel is within the exclusive legislative authority of the legislature of the province of British Columbia and that the question in the order of reference was rightly answered in the affirmative by the Canadian courts.

In the case at bar, Mr. Justice Taschereau, following the reasons stated by Lord Reid, concluded that the services performed by the employees (porters) of Murray Hill Co.,

however useful these services might be for the air lines and passengers, do not form an integral part of aerial transportation any more than the restaurants, newspaper kiosks, hairdressers and the bars installed in all big airports for the comfort and advantage of the passengers. Consequently, in his opinion, the work of the porters comes under provincial jurisdiction and under the Ordinances issued by the Minimum Wage Commission.

Mr. Justice Montgomery, in his reasons for judgment, noted that the only question that gave him any difficulty was whether the work performed by the porters was related closely enough to aeronautics to bring them outside the scope of the labour legislation of the Province of Quebec, particularly the Minimum Wage Act.

He stated that it was conceded that the men who actually load and unload Travelers' baggage in the aircraft are performing work outside provincial jurisdiction, their position being analogous to that of the stevedores considered by the Supreme Court in the reference re *Validity and Applicability of the Industrial Relations and Disputes Investigation Act*, 1955 S.C.R. 529 (L.G. 1955, p. 952).

Also, it seemed to be conceded that the company's employees who drive buses and taxis between the airport and the city are subject to provincial legislation.

The porters in question form a connecting link between these two groups of employees, and it is a matter of some difficulty to determine on which side of the line their work falls.

Further, Mr. Justice Montgomery noted that the porters were not employed by the airlines but by Murray Hill Limousine Service Ltd., the principal business of which is the operation of buses and taxis. In the course of their duties, the porters had no direct contact with aircraft. Their services were not provided for the passengers by the airlines as one of the services incidental to the purchase of a ticket; the passenger engaged these services at his own discretion, being free to carry his baggage himself if he wished or have it carried by a friend. Mr. Justice Montgomery did not regard any of these factors as being, in themselves, conclusive; but taken together they satisfied him that the services rendered by the porters did not relate to aeronautics sufficiently closely to bring them outside provincial jurisdiction.

Following the judgment of the Court of Appeal, Murray Hill Limousine Service Ltd. applied to the Supreme Court of Canada for leave to appeal to the Supreme Court of Canada. On May 18, 1965, the application

for leave was dismissed by the Supreme Court of Canada. *Murray Hill Limousine Service Limited and Sinclair Batson et al.*, Supreme Court of Canada, May 18, 1965 (unreported).

## Saskatchewan Court of Appeal . . .

### . . . rules that Labour Relations Board's order for vote cannot be challenged on mandamus

On April 22, 1965, the Saskatchewan Court of Appeal dismissed an appeal from the ruling of Mr. Justice MacPherson of the Saskatchewan Queen's Bench Court and held that, in ordering a representation vote, the Labour Relations Board had exercised its discretionary power under Section 6(1) of the Saskatchewan Trade Union Act and therefore such decision is not the subject of *mandamus*.

Construction and General Labourers' Local Union No. 890 applied to the Saskatchewan Labour Relations Board for an order determining that the unit of employees of Cavill Cartage described in the application was an appropriate unit of employees for the purpose of bargaining collectively; and that the applicant trade union represented a majority of the employees in the said unit; and requiring the employer to bargain collectively. In support of the application, the union filed the statement of employment showing four persons to be employed by the employer, and applications for membership in the union and dues deduction authorizations by four employees.

After hearing oral representations on August 24, 1964, made by the representatives of the union and of the employer, and having examined the applications for membership and dues deduction authorizations and a statement of employment, the Board issued the order, the relevant parts of which read as follows:

. . . The Labour Relations Board hereby finds and determines that all employees employed by Stanley Cavill, carrying on a business under the firm name and style of Cavill Cartage in the City of Saskatoon, Saskatchewan, and the said Cavill Cartage, except the office staff and those regularly employed in a confidential capacity, constitute an appropriate unit of employees for the purpose of bargaining collectively; . . .

The Labour Relations Board hereby directs that a vote by secret ballot be conducted among all employees who are within the bargaining unit herein determined to be appropriate for the purpose of bargaining collectively, and who were employed within the said unit as of August 11, 1964, and who are still employed within the said unit as of the date of voting, to determine whether or not the said employees wish to be represented by the Construction and General Laborers' Local Union No. 890, for the purpose of bargaining collectively with their Employer; . . .

The union then made application to the Court of Queen's Bench for a writ of *mandamus*, contending that Section 5 of the Trade Union Act puts upon the Board a duty to exercise the powers therein granted when called upon to do so. The union claimed that it produced before the Board evidence that it represented a majority of the employees in the appropriate bargaining unit and therefore the Board declined jurisdiction by failing to exercise the duty imposed upon it by subsections (b) and (c) of Section 5 of the Act in respect of an application for certification.

Further, the union asked for a writ of *certiorari* to quash the order of the Labour Relations Board directing a representation vote pursuant to Section 6(1) of the Trade Union Act. The union argued that the Board could not in law avoid the duty under S. 5(b) and (c) of determining the bargaining agent and requiring an employer to bargain collectively by ordering a representation vote under S. 6(1).

Further, the union contended that, in directing a representation vote, the Board acted upon extraneous considerations. In support of this position, the union relied upon the judgment of the Saskatchewan Court of Appeal in *Simpson-Sears Limited v. Department Store Organizing Committee*, 19 W.W.R. (MS) 439, and the judgment of the Supreme Court of Canada in *Re F. W. Woolworth Company Limited*, 1956 S.C.R. 82 (L.G. 1956, p. 419).

On October 23, 1964, Mr. Justice MacPherson of the Court of Queen's Bench (Chambers) dismissed the application and held that the decision of the Board to order a representation vote was not an act of a judicial nature. The order in question imposed no legal duty or obligations on anyone who was party to the proceedings, nor did it create or remove any rights of anyone. Consequently, *mandamus* was not applicable. (*Regina ex rel Construction and General Labourers' Local Union No. 890 and Neumann v. Labour Relations Board et al* (1965), 50 W.W.R., Part 5, p. 318; (1965) 48 D.L.R. (2d), Part 8, p. 770).

The ruling of Mr. Justice MacPherson was appealed by the union. The judgment of the Court of Appeal was rendered by Chief Justice Culliton. In his view, the basic issue before the Court of Appeal was whether *mandamus* was applicable in the situation at bar.

The powers of the Board to make orders are provided for in Section 5 of the Act, the pertinent portions of which are:

S. 5. The board shall have power to make orders:

(a) determining whether the appropriate unit of employees for the purpose of bargaining collectively shall be an employer unit, craft unit, plant unit or a subdivision thereof or some other unit;

(b) determining what trade union, if any, represents a majority of employees in an appropriate unit of employees;

(c) requiring an employer to bargain collectively; . . .

The power of the Board to accept and receive evidence is given by Section 15 of the Act, which reads as follows:

S. 15. The board and each member thereof and its duly appointed agents shall have the power of a commissioner under The Public Inquiries Act and may receive and accept such evidence and information on oath, affidavit or otherwise as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not.

Section 6 of the Act provides for a representation vote. Subsection (1) relevant to the appeal reads:

S. 6(1) In determining what trade union, if any, represents a majority of employees in an appropriate unit of employees, in addition to the exercise of any powers conferred upon it by section 15, the board may, in its discretion subject to subsection (2), direct a vote to be taken by secret ballot of all employees eligible to vote to determine the question.

In the opinion of Chief Justice Culliton, the language of S. 6(1) makes it abundantly clear that the Board, in the exercise of its powers under S. 5(b), subject to the provision of subsection (2) of Section 6 (which was not relevant to the situation at bar), has an unfettered discretion to direct a representation vote. The right to do so is clearly in addition to any powers conferred upon the Board by Section 15. That being so, the Chief Justice continued, the Board in ordering a vote, exercised its discretion on a matter within its jurisdiction and therefore such decision is not the subject of *mandamus* (*Re Ault; Ault v. Read*, 18 W.W.R. (MS) 438.)

Counsel for the union argued that although this may appear to be the proper interpretation of the sections under review, it was not the view taken by the Saskatchewan Court of Appeal in *Re Simpson-Sears Limited v. Department Store Organizing Committee*, *supra*. He contended that in the *Simpson-Sears* case the Court held that resort could not be taken to Section 6 to obtain information that could be obtained by the Board pursuant to the powers granted to it by Section 15. In support of this position, he relied upon the statement of Gordon, J.A. at p. 441:

With every deference to the argument of Mr. Carter that such vote could be directed for the information of the board, I do not think that the board can direct a vote under sec. 6 to get any information which it should get under sec. 15 of the Act, which gives the board and its agents the power of a commissioner under *The Public Inquiries Act*, R.S.S., 1953, ch. 15.

Chief Justice Culliton did not think that the foregoing statement could be interpreted as restricting the discretionary power granted to the Board by section 6(1). In his view, this statement must be construed in relation to the problem to which Mr. Justice Gordon had directed his mind. In that case, the Board ordered a vote pursuant to Section 6 without first having found and determined an appropriate unit of employees for the purpose of bargaining collectively. Counsel argued that the Board had a right to direct such vote for its own information, notwithstanding the failure to find and determine an appropriate unit. In disposing of this argument, Mr. Justice Gordon, at page 441, said:

I have read this order many times and can say definitely that there is no direct determination of any appropriate unit of the company's employees for the purpose of bargaining collectively. Nor can I see that such determination was made inferentially. We have nothing but an order directing a vote to be taken and the only power of the board to direct a vote is contained in sec. 6 of the Trade Unions Act and I am perfectly certain that under this section no vote can be directed until an appropriate unit of employees has been determined under sec. 5(2) of the Act. With every deference to the argument of Mr. Carter that such vote could be directed for the information of the board, I do not think that the board can direct a vote under sec. 6 to get any information which it should get under sec. 15 of the Act, which gives the board and its agents the power of a commissioner under *The Public Inquiries Act*, R.S.S. 1953, ch. 15.

According to Chief Justice Culliton, it is evident from this quotation that Mr. Justice Gordon, having found that under Section 6(1) there is no power to direct a vote until an appropriate unit had been determined, meant no more than that the Board was restricted to the powers to be found in Section 15 in determining whether or not there was an appropriate unit. Consequently, in the view of Chief Justice Culliton, the *Simpson-Sears* decision could not be construed as a pronouncement by the Court restricting the Board's discretion to direct a vote once an appropriate bargaining unit had been determined.

Referring to the decision of the Supreme Court of Canada in *F. W. Woolworth Company Limited*, *supra*, Chief Justice Culliton did not think that that decision would help in any way the position of the union in the appeal under review. In that case, the Supreme Court held that, although the language in Section 5 is permissive in form, it imposes a duty upon the Board to exercise the power or powers therein conferred when called upon to do so by a party interested and having the right to make an application thereunder. The Court there held that, when the right of the applicant to make the application was

conclusively established, dismissal of the application upon extraneous or irrelevant considerations was a refusal by the Board to perform its statutory duty.

Chief Justice Culliton was satisfied that, had the Board in the *Woolworth* case directed a vote pursuant to Section 6(1) instead of dismissing the application on extraneous and irrelevant considerations, the application for *mandamus* would not have been entertained.

In conclusion, Chief Justice Culliton stated that, in the case at bar, the application for certification was not dismissed. In ordering a representation vote, the Board exercised a

statutory right which it had in discharging the duty imposed upon it by Section 5(b) of the Act. He was also satisfied that the Board had the right to order such a vote, notwithstanding the nature of the evidence before it. It was for the Board, and the Board alone, to determine whether a vote should be directed and that decision could not be questioned in *mandamus* proceedings. The appeal was dismissed. *Regina ex rel Construction and General Laborers' Local Union No. 890 and Neumann v. The Labour Relations Board of Sask. et al.*, the Appeal Court of Saskatchewan, April 22, 1965 (unreported).

## Recent Regulations under Provincial Legislation

*Two wage and hours schedules for construction industry issued in Manitoba. Nova Scotia sets minimum rates for employees in road building, heavy construction, logging and forestry*

In Manitoba, new wage and hours schedules were issued, fixing minimum rates and maximum hours at regular rates for employees in the construction industry, other than those in heavy construction. Rates for employees in Greater Winnipeg, Brandon, Flin Flon and Portage la Prairie are set on an occupational basis with some higher than those in last year's fair wage schedule. Only three rates are set for employees in rural areas—a minimum of \$1.75 for journeymen, \$1.45 for helpers, and \$1.25 for labourers.

New minimum wage orders issued in Nova Scotia set a minimum of \$1.05 an hour for employees in road building and heavy construction, and \$1 an hour for time workers in logging and forest operations.

In Alberta, the regulations under the Boilers and Pressure Vessels Act respecting stationary engineers and firemen were amended, and the rules for pressure vessel welders revised. The trades of ironworker and partsman were designated as apprenticeable trades.

Newfoundland issued an industrial standards schedule for the construction carpentry industry.

few changes. The new regulations were gazetted as Alta. Reg. 177/65 and Alta. Reg. 178/65 on April 15 and went into force on April 1.

### *Engineers and Firemen*

The regulations governing engineers and firemen were amended with respect to the classification of certificates and the qualifications of applicants for engineers' certificates.

The regulations continue to provide for four classes of engineers' certificates, for firemen's certificates and for temporary certificates, but the limitations on second, third, and fourth class engineers' certificates have been changed. The new regulations have raised the horsepower rating of steam plants that the holders of second, third and fourth class engineers' certificates are qualified to operate.

The amended regulations also provide for a new type of certificate, to be known as a special oil-well certificate. This certificate qualifies the holder to be in charge of boilers on a drilling site, with an aggregate capacity not exceeding 100 horsepower. A candidate for such a certificate must have at least six months' experience with oil-well equipment to which the Act applies, and must obtain at least 50 per cent on the examination.

The qualifications of candidates for engineers' certificates have been changed. A minimum age is no longer set, and the service requirements have been amended.

### *Pressure Vessel Welders*

Under the revised regulations for pressure vessel welders, coverage has been extended to pressure fittings. This means that welding

### **Alberta Apprenticeship Act**

The trades of ironworker and partsman were designated as apprenticeable trades by Alta. Reg. 124/65, gazetted on March 31.

### **Alberta Boilers and Pressure Vessels Act**

In Alberta, the regulations under the Boilers and Pressure Vessels Act respecting stationary engineers and firemen have been amended, and regulations governing pressure vessel welders have been re-issued with a

on a fitting on a boiler, or pressure vessel, must now be done by a qualified welder, and any repairs and alterations must be approved by an inspector.

The regulations again provide for four classes of pressure vessel welders' certificates—Grade A, Grade B, machine welding operator's, and provisional. The qualifications for applicants are similar to those in previous regulations, except that only candidates for Grade B certificates are now required to pass an initial performance qualification test. Previously all manual welders had to take the prescribed test.

There have been some changes in the rules with respect to the re-examination of candidates who failed to pass an examination. A waiting period is again prescribed, but candidates for a Grade A or Grade B certificate are no longer required to have additional experience before being re-examined.

### **Manitoba Construction Industry Wages Act**

Two schedules fixing minimum wages and maximum hours at straight-time rates for construction workers in Manitoba were gazetted as Man. Reg. 37/65 and Man. Reg. 38/65 on May 15, and went into force on June 1.

The new schedules, which replace the fair wage schedule 1964-65, were issued under the Construction Industry Wages Act. Enacted in 1964, and proclaimed in force on October 15, 1964, this Act continued the principle of establishing basic wages and maximum standard hours in the construction industry through recommendations made by boards composed of representatives of employers and workers in the industry. In recognition that different sectors of the industry have different problems, the Act provided for three boards instead of one—the Heavy Construction Wages Board, the Greater Winnipeg Building Construction Wages Board, and the Rural Building Construction Wages Board.

The new schedules set out minimum rates payable to employees in the construction industry, other than heavy construction employees, and maximum standard weekly hours. One schedule applies in rural Manitoba, and the other in Greater Winnipeg.

#### *Rural Manitoba*

The schedules for rural Manitoba (Man. Reg. 37/65) is in two parts. Part I, which applies in all sections of rural Manitoba, except in Brandon, Flin Flon and Portage la Prairie, provides for only three rates for all crafts or occupations—\$1.75 an hour for journeymen, \$1.45 an hour for helpers and \$1.25 an hour for labourers.

Part II applies in Brandon, Flin Flon and Portage la Prairie, and has the same policy

as the earlier fair wage schedules, and fixes rates on an occupational basis. Wages are set for 20 occupational categories, nine of them with sub-divisions. Rates, which generally are similar to those set for places outside Winnipeg in last year's schedule (the "Zone B" rates), range from \$2.90 an hour for bridge and structural iron workers, to \$1.05 an hour for watchmen and flagmen. The minimum for journeymen in the plumbing, pipefitting and steamfitting industry is \$2.75 an hour, and for marble and tile setters \$2.20 an hour. Bricklayers, stone masons and plasterers in the three cities must be paid at least \$2.45 an hour. A minimum of \$2.50 an hour is set for journeymen electricians, and \$2.25 an hour for carpenters. Building labourers and men working on building construction sites, not included in a special category, must be paid at least \$1.45 an hour.

With two exceptions, all rates in this schedule are based on a standard work week of 48 hours. Time and one-half the regular rate must be paid for all hours worked in excess of the standard weekly hours. An exception is made for bridge and structural iron workers, and ornamental iron workers, whose regular work week is 40 hours. Watchmen and flagmen are deemed to have no regular work week and are, therefore, not entitled to overtime.

#### *Greater Winnipeg*

The schedule for Greater Winnipeg follows the same pattern as Part II of the schedule for rural Manitoba, and sets rates for 20 occupational categories, some with sub-divisions. Rates, however, are higher than those set for Brandon, Flin Flon, and Portage la Prairie, and the regular work week is 40 hours, except for three categories.

Rates for some occupations are higher than those previously set for the Greater Winnipeg area. The minimum for journeymen in the plumbing and pipefitting trades is \$3.25 an hour from June 1 to November 1, after which it is to be increased to \$3.30 an hour. The rate for bricklayers and stone masons has been increased from \$2.80 to \$3.05 an hour. The minimum for bridge and structural iron workers, and journeymen electricians, has been increased by 10 cents to \$3 an hour. Rates for journeymen lathers, plasterers, and carpenters are now \$2.95, \$2.90 and \$2.80 an hour, respectively.

Rates for construction labourers in Greater Winnipeg, based on a regular work week of 42½ hours, range from a minimum of \$1.85 an hour for general labourers, to \$2.15 an hour for those employed as cement finishers. The rates are to be increased by 10 cents an hour on September 1.

Men in Greater Winnipeg who are employed in building construction, and whose jobs are not classified, must be paid at least \$1.65 an hour. These employees may be required to work up to 42½ hours a week at regular rates.

#### **New Brunswick Tradesmen's Qualifications Act**

In New Brunswick, a new regulation gazetted on May 19 (65-22) provided that the sheet metal trade is to come under the Tradesmen's Qualifications Act on March 1, 1968.

#### **Newfoundland Industrial Standards Act**

In Newfoundland, an industrial standards schedule for the construction carpentry industry, the first schedule to be issued in that province, was gazetted on May 4 to take effect from the date of publication.

The schedule applies in Grand Falls, Badger, Windsor and Bishop's Falls. It provides for a minimum wage of \$2.11 an hour for carpenters and \$2.26 an hour for carpenter foremen.

The regular working week for carpenters in these places is to be 40 hours, divided into five days of eight hours each. If a carpenter is required to work on a shift basis, his regular working week will be 37½ hours, divided into five periods of 7½ hours each. An employee on shift work is to receive eight hours pay for 7½ hours of work.

The schedule also sets a premium rate for overtime (time and one-half the minimum for some hours, double time for others), and stipulates that Christmas Day and Labour Day are to be observed as holidays with pay for carpenters.

#### **Nova Scotia Minimum Wage Act**

In Nova Scotia, a new minimum wage order, gazetted on April 28, sets a minimum of \$1.05 an hour for employees in road building and heavy construction. Another new order, published the same day, established a minimum wage of \$1 an hour for time workers in logging and forest operations, and a minimum of \$210 a month for employees without a regular work week.

#### **Road Building, Heavy Construction**

The order for the road building and heavy construction applies to employees engaged in the construction of streets, sidewalks, structures, other than buildings, paving of all sorts, bridges, water and sewer installations, and earth and rock moving operations. It does not apply to:

- (a) municipal employees engaged in street maintenance and construction;
- (b) workers employed in the construction of buildings;
- (c) employees in enterprises that supply or manufacture construction materials;

(d) persons receiving training under government sponsored and government approved plans;

(e) apprentices working under an agreement under the Apprenticeship and Tradesmen's Qualifications Act.

The \$1.05-an-hour rate is the minimum payable to employees in road building and heavy construction, who work up to 96 hours in a two-week period. For work in excess of this limit, an employee must be paid time and one-half the minimum, that is, \$1.57½ an hour.

If an employee works on a holiday that does not fall on a regular working day, he must be paid the overtime rate or granted time off, equivalent to time and one-half the number of hours worked on the holiday.

Wages are to be paid promptly at regular intervals in accordance with the practice of the employment, but in no case less frequently than once a month.

#### **Logging and Forest Operations**

The order for logging and forestry covers not only cutting operations, but incidental or auxiliary work such as the hauling or driving of logs, the construction and maintenance of access roads, forest improvement work, reforestation, forest fire protection, catering services, and the operation of portable mills.

All employees engaged in logging or forest operations are covered except:

(a) employees whose remuneration is based on board feet, cords, or other method of measurement, in accordance with a written agreement;

(b) persons employed by a farmer carrying on operations on his own wood lot with the help of not more than two employees;

(c) emergency fire fighters, or fire fighters, employed under the Lands and Forests Act;

(d) employees transporting wood outside the forest;

(e) persons employed in wood processing mills located outside the forest.

The order sets a minimum wage of \$1 an hour for all employees hired on time basis. Persons without a fixed work week whose hours of work cannot be verified, are to be paid a minimum of \$210 a month. These include guards, cooks and kitchen employees, stablemen, watchmen, fire rangers, and wardens.

If an employer furnishes an employee with board and lodging, the maximum amount that may be deducted from the minimum wage for such services is \$2 per day.

Unlike other recent minimum wage orders issued in Nova Scotia, this order does not limit the number of hours that may be worked at straight-time rates, nor does it require the payment of a premium rate for work on a holiday.

The provision respecting method of payment is similar to that in the construction order.

# Monthly Report of Placement Operations of the National Employment Service

*Number of placements in May was 3.8 per cent larger than the number in May last year. The number of vacancies notified to NES offices substantially above five-year average for May*

Local offices of the National Employment Service reported 113,900 placements during May, 3.8 per cent more than in May 1964. Although this May's total was 3.1 per cent below the average for May during the previous five years, the decrease was not due to a reduction in employers' demands for workers but rather because May this year had only 20 working days compared with an average of 21.4 between 1960 and 1964. In fact, the number of vacancies notified to local offices in May this year was substantially above the previous five-year average.

The regional distribution of May placements and percentage changes from May 1964 were:

Atlantic .....	9,900	— 5.2
Quebec .....	29,300	— 2.8
Ontario .....	40,400	+ 8.0
Prairie .....	22,600	+ 0.5
Pacific .....	11,800	+26.6
Canada .....	113,900*	+ 3.8

Regular placements (those with an anticipated duration of more than six working days) totalled 82,400, an increase of 5.9 per cent over the total reported in May last year. The proportion of regular placements to all placements increased to 72.4 per cent from 71.0 per cent in May 1964.

The cumulative total of all placements for the first five months of 1965 was 448,200, an increase of 4.5 per cent over the total for the corresponding period in 1964. This was the second highest figure for this period in postwar years.

The regional distribution of the cumulative totals and the percentage change from 1964 were:

Atlantic .....	33,100	+ 1.9
Quebec .....	131,400	— 2.3
Ontario .....	154,700	+ 6.3
Prairie .....	80,600	+ 4.1
Pacific .....	48,400	+23.8
Canada .....	448,200	+ 4.5

Male placements totalled 81,800, an increase of 4.3 per cent over the May 1964 total. Regular placements of men increased in all regions, but in the Atlantic and Quebec regions, fewer casual placements and transfers-out brought about a decrease in total male placements.

Regional distribution of the monthly and cumulative male placements and the percentage change from 1964 were:

	May 1965	January-May 1965
Atlantic	6,500 — 6.8	22,800 + 1.0
Quebec	21,900 — 2.1	96,600 — 1.9
Ontario	28,600 + 7.4	106,300 + 8.9
Prairie	16,800 + 1.1	55,900 + 5.5
Pacific	8,100 +37.6	33,500 +32.0
Canada	81,800* + 4.3	315,200* + 6.1

Female placements in May 1965 amounted to 32,100, an increase of 2.5 per cent over the number in the same month in 1964 despite small decreases in the Atlantic, Quebec and Prairie regions.

The distribution of female placements and percentage change from 1964 were:

	May 1965	January-May 1965
Atlantic	3,400 — 1.9	10,200 + 4.2
Quebec	7,400 — 4.7	34,800 — 3.4
Ontario	11,800 + 9.6	48,300 + 0.9
Prairie	5,800 — 1.3	24,700 + 1.1
Pacific	3,700 + 7.7	14,900 + 8.7
Canada	32,100 + 2.5	133,000* + 0.8

Placements involving the movement of workers from one area to another totalled 5,200. This is a decrease of almost 500 from the total in May 1964, and the proportion of such transfers to total placements was fractionally lower than in May 1964.

During May 1965, employers notified NES local offices of 150,500 vacancies, an increase of 7.8 per cent over the number during May 1964 and an increase of 7.3 per cent over the average for May during the previous five years.

Vacancies for male workers, at 103,300, increased by 8.6 per cent; female vacancies, at 47,200, by 6.1 per cent over the May 1964 totals.

The cumulative total of vacancies for January-May 1965 was 600,700. This was an increase of 6.5 per cent over the total for the corresponding period in 1964 and was the highest number recorded for any comparable period since 1947.

\* Imbalances are due to rounding.

# Monthly Report on Operation of the Unemployment Insurance Act

*At end of April, claimants for benefit were fewer by 14 per cent than at end of March and by 34,800 than at end of April 1964. Estimate is that 170,000 ceased to claim during month*

Claimants for unemployment insurance benefit on April 30 numbered 462,900, which was 76,000, or 14 per cent fewer, than the total of 539,000 on March 31. Ninety per cent of the decline occurred among males. On April 30, 1964, there were 497,700 claimants.

The reduction in the number of both regular and seasonal benefit claimants is due to the exhaustion of seasonal benefit and to the seasonal improvement in the demand for workers. It is estimated that about 170,000 ceased to claim benefit during the month.

About a third of this number may be estimated to have exhausted seasonal benefit, but most of the rest are assumed to have returned to work. The exhaustion of regular benefit would not have reduced the total number of claimants, since such persons would become eligible for seasonal benefit.

## Initial and Renewal Claims

There were 150,800 initial and renewal claims during April, compared with 175,400 a year earlier. In March, the total was 183,200.

About 70 per cent of the April total represented separations from employment during the month, in comparison with 75 per cent in March.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 435,300 for April, 470,700 for March and 484,600 for April 1964.

Benefit payments amounted to \$43,300,000 in April, \$55,600,000 in March and \$52,600,000 in April 1964.

The average weekly payment was \$24.87 in April, \$24.86 in March and \$24.66 in April 1964.

## Insurance Registrations

This year the annual renewal of insurance books took place during May, and as a result

the usual statistics on the number of insurance books and contribution cards issued to employees for the month ending April 30 are not available. As the figures are cumulative, they will be included in the next report.

On April 30, registered employers numbered 340,971, an increase of 83 since March 31.

## Enforcement Statistics

During April, 9,413 investigations were conducted by enforcement officers across Canada. Of these 6,541 were spot checks of claims to verify the fulfilment of statutory conditions, and 482 were miscellaneous investigations. The remaining 2,390 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 290 cases, 120 against employers and 170 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 859.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled \$26,493,308.44,† compared with \$29,627,699.19 in March,† and \$25,528,830.77 in April 1964.

Benefits paid in April totalled \$43,320,042.62,† compared with \$55,585,596.67 in March,† and \$52,592,485.93 in April 1964.

The balance in the Fund on April 30 was \$22,037,288.40,\* on March 31 it was \$34,593,288.88,\* and on April 30, 1964, there was a debit balance of \$26,188,755.05.

\* These do not necessarily relate to the investigations conducted during this period.

† All figures for April and March 1965 are taken from interim statements, and are subject to amendment.

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A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2463, Jan. 8, 1965

**Summary of the Main Facts:** The claimant filed a renewal claim on May 26, 1964. He was last employed as an assembler from August 1963 to May 22, 1964. He was laid off owing to a temporary shortage of work, and his claim was allowed, effective May 24, 1964.

On June 1, the claimant requested that his claim be antedated to May 17. He gave as his reasons that he was on a temporary layoff and had been expecting a recall any day. In support of his request to have his claim antedated, the claimant submitted a letter from his employer, dated June 1, 1964, in which the employer stated that owing to production difficulties, the claimant's employment had been terminated on Friday, May 15, at which time he had been instructed to report back to work on Wednesday, May 20.

The employer explained that Monday was a paid holiday (Victoria Day) and Tuesday was a day of layoff. The employer further explained that on Tuesday, May 19, it was realized that the production problem had not been solved and the claimant was, therefore, told that there would be no work for him until Thursday, May 21. The claimant subsequently worked eight hours on Thursday and four hours on Friday, May 22, when it was again found necessary to lay him off.

The insurance officer did not approve the claimant's application to have his claim antedated, as in his opinion the claimant had not established good cause for delay in making his claim. The insurance officer reasoned that the claimant was not prevented from filing his claim on either Tuesday, May 19, or Wednesday, May 20. Moreover, the claimant worked only four hours on Friday, May 22, and would have had an opportunity to report to the local office to file a claim on that date also.

The board of referees was of the opinion that there had apparently been some confusion at the time of the claimant's layoff on Friday, May 15, regarding the duration of the temporary layoff. The board decided that the claimant was entitled to have his claim antedated to May 17 on the grounds that he had established good cause for delay in making his claim and that he had proved that he fulfilled in all respects the conditions of entitlement for the period concerned.

On September 15 the insurance officer appealed to the Umpire and said:

It is submitted that the board of referees erred in allowing the claimant's appeal. Regula-

tion 150 requires that a claimant prove that he has fulfilled in all respects the conditions of entitlement to benefit for the period for which antedate is requested and that throughout the whole period between such date and the date on which he actually made his claim he had good cause for delay in making such claim.

According to the established jurisprudence, a claimant, in order to show that he had good cause for delay in applying for unemployment insurance benefit, must prove that he was prevented from attending at the local office to file his claim by circumstances over which he had no control (CUB 116 and CUB 395), or that under the circumstances existing at the time it was reasonable that he should not so attend (CUB 1454).

It is submitted that the grounds put forth by the claimant, and by the employer on his behalf, as justification for the delay in filing his claim on a date earlier than May 26, 1964 do not show that on May 19, 20 and 22 there was at least one circumstance of a compelling nature that might reasonably be accepted as a valid reason for not attending at the local office during the usual working hours of the said office (CUB 1593). In several previous decisions the Umpire held that good cause for his delay in making a claim was not shown by a claimant, on the ground that he was expecting an early recall to work (CUBs 130, 591, 1134, 1357, 1454 and 1593).

On November 22, the United Automobile Workers, Local 303, requested an oral hearing, which was held on December 17. The union was represented by the president of Local 303, and the Commission by one of its solicitors.

**Considerations and Conclusions:** The jurisprudence established by the Umpire on the point at issue is as stated by the insurance officer in his grounds of appeal, which also make it obvious that the findings of fact of the board of referees are not such as to sustain its conclusion of law.

In view of the foregoing, I decide to reverse the decision of the board of referees and allow the insurance officer's appeal.

## Decision CUB 2469, Feb. 2, 1965

**Summary of the Main Facts:** The claimant filed a renewal application for benefit on August 18, 1964. According to the application, she had worked as a skiving machine operator for a shoe company from April 26 to May 22, 1964. She explained that she had been on sick leave since May 22, and that when she was ready to go back to her employment on August 17, 1964, there was no work for her.

The claimant did not lodge her insurance book at the local office when she filed her renewal claim. She stated (form UIC 417A) that the book was held by the employer, and

that she was aware that if she did not deposit it, her claim might be delayed or she might be disqualified from receiving benefit.

She stated also that she would take the necessary steps to obtain her book and would deposit it immediately and that if she was unable to obtain her book, she would advise the local office not later than August 25 and explain why she was unable to deposit it.

As the insurance book had not been deposited, the insurance officer notified the claimant by letter dated September 3, 1964 that she was disqualified and that benefit was suspended from August 16, 1964, on the ground that she had failed to make her claim for benefit in the prescribed manner, as required by Regulations 146 and 148, in that she had failed to lodge her contribution records (her current insurance book) and had failed to prove by the date specified that her efforts to obtain them were unsuccessful.

The insurance book was subsequently deposited on September 9, 1964, and the disqualification was terminated on September 5, the Saturday preceding the date of deposit.

The claimant appealed to a board of referees on September 11. It appears from the appeal that the claimant was under the impression that her foreman would advise the company office to forward her insurance book to the UIC local office which, it seems, he failed to do.

She stated that upon receipt of the insurance officer's letter of September 3, 1964, she called at the office of the company for her book and mailed it to the local office.

In a memorandum to the board of referees, the insurance officer said she had decided to make no change in her decision. "Although the claimant, prior to filing her claim, had requested her employer to send her book to the local office, she did not carry out the instructions given by the local office to obtain her book from the employer and report to the local office by the 25th of August 1964," the insurance officer wrote.

In a subsequent letter to the local office, the claimant said:

I . . . would like to clarify some misunderstandings.

I have been employed by [the shoe company] since 1959 with 9 months' leave of absence in 1961 and have worked there since Nov. 1962. . . . I took sick on May 22, 1964, and was on sick benefit until August 17. . . .

I did not know my book had not been sent by my foreman until I received your letter, Sept. 8, and went to factory to claim the book and mail it to your office. I was unaware of the date Aug. 25th that my book was not at your office or that I was to report to the office on that date, trusting it had been sent. I don't feel I am to blame for this and sorry for all the trouble it has caused . . .

A board of referees heard the case on October 14, 1964. The claimant was neither present nor represented at the hearing. The board, in a brief decision, unanimously disallowed the claimant's appeal and upheld the insurance officer's decision.

The union of which the claimant is a member appealed to the Umpire. The appeal reads:

The claimant was on sick leave from May 22 to Aug. 17, 1964. When her doctor said she could return to work, Aug. 17, she called her foreman . . . on Aug. 12 to say she was able to return to work Aug. 17. He informed her there was no work on the machine she operated and told her she was unemployed until work was available. She asked a representative of the Company to have her book sent to the unemployment office and was assured he would. She was not aware until Sept. 8 that her book was not sent. Because of this error, three weeks were lost. We feel the claimant is eligible to receive back pay to compensate for this loss.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

. . . The instructions given to a claimant when he files a claim for benefit are those contained in the Notification of Non-deposit of Insurance Book, form 417A, and are to the effect that he must obtain and deposit his insurance book immediately and, if he does not do so, he may be disqualified from receiving benefit. The claimant further undertakes to advise the local office by a specified date if he is unable to deposit his insurance book, giving the reason therefor. The lower portion "Direction to Claimants" of this form (below the perforation) is completed, detached and given to the claimant as a reminder of his obligation to obtain and deposit his insurance book with the local office as soon as possible and, if he is unable to obtain his book, to advise the local office by a specified date of the reason for delay.

In accordance with the requirements of Regulation 146(1) (c), a claimant who desires to make a renewal claim for benefit shall, in the prescribed manner, lodge, make arrangements to lodge or produce as and when directed his contribution records (insurance book) at the local office. In accordance with Regulation 146(3), a claimant who fails to lodge his contribution records at the time he applies for benefit is not entitled to receive benefit until his contribution records have been lodged at the local office unless, not later than a date specified by an officer of the Commission, he reports to the local office and proves that he (a) has made every effort to obtain his contribution records from his employer and has not been able to obtain them; or (b) has been prevented from lodging his contribution records by other circumstances beyond his control.

The claimant alleges that she asked her employer to send her insurance book to the local office and she was not aware until September 8 that her book had not been sent. However, it was incumbent on the claimant to follow-up with her employer to ensure that her book had in fact been sent to the local office.

Moreover, this does not relieve her of her responsibility, nor does it justify her failure to notify the local office by the specified date, August 25, 1964, to explain the steps she had

(Continued on page 664)

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in May

#### Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 356 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 245 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 198 contracts, not listed in this report which contained the General Fair Wage Clause, were awarded by Central Mortgage and Housing Corporation. The St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	142	\$463,448.00
Post Office .....	15	140,031.75
Royal Canadian Mounted Police .....	6	40,069.50
Transport .....	5	56,597.79

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in May

During May, the sum of \$6,796.73 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 240 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in May

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* J C Sulpher Construction Ltd, completion of masonry work, computer bldg 508; T Wojdacki, interior painting of bldg 513. *Pinawa Man:* Imperial Construction Ltd, construction of apt bldg 2; Imperial Construction Ltd, construction of houses.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Gander Nfld:* Benson Builders Ltd, exterior painting, DOT 2/53, 3/54 & 6/57. *St John's Nfld:* Benson Builders Ltd, exterior painting, Vets 1/49. *City Provence Que:* Lemay Construction Ltee, construction of sewers & water supply main & lift station. *Montreal area Que:* Alsoco Montreal Inc, supply & installation of metal storm windows. *New Westminster B C:* Magnum Floors Ltd, laying of lino tile, Glenview apts. *Vancouver B C:* Magnum Floors Ltd, laying of lino tile, Broadway apts; Magnum Floors Ltd, laying of lino tile, Vancouver Terraces.

In addition, this Corporation awarded 32 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Restigouche Indian Agency Que:* Sarto Cote Construction Ltd, trenching for installation of six inch water pipe, Restigouche reserve. *Six Nations Indian Agency Ont:* Cromar Construction Ltd, alterations & additions (phase 2), Mohawk residential school. *Kwawkewlth Indian Agency B C:* Ocean Park Plumbing & heating Ltd, renovation of mechanical services (phase 2), & replacement of heating system, Alert Bay residential school.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Summerside P E I:* Boudreau Sheet Metal Works Ltd, reroofing leantos of hangars 1, 3 & 4, RCAF Station. *Greenwood N S:* Planned Renovators Ltd, exterior painting of married quarters, RCAF Station; Cameron Contracting Ltd, construction of fire hall, RCAF Station. *Camp Gagetown N B:* Combustion Engineering-Superheater Ltd, replacement or retubing HT water generating unit. *Chatham N B:* A N Clarke & Son Ltd, exterior painting of married quarters, RCAF Station. *Moncton N B:* A N Clarke & Son Ltd, exterior painting of married quarters & garages, RCAF Station. *Bouchard Que:* E M Construction Ltee, construction of ammunition repair bldg, camp.

*Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of married quarters, RCAF Station. *Centralia Ont:* Malach Roofing & Flooring Ltd, reroofing hangar 7, RCAF Station. *Kingston Ont:* M Sullivan & Son Ltd, renovations to stone frigate, Royal Military College. *Rockcliffe Ont:* Art Gaudreau Ltd, exterior painting of married quarters. *Shirley Bay Ont:* Andrews Bros Construction Ottawa Ltd, construction of incinerator bldg, DRB. *Trenton Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of married quarters, RCAF Station. *Uplands Ont:* Presley Painting & Decorating Co Ltd, exterior painting of married quarters, RCAF Station.

*Portage la Prairie Man:* Claydon Co Ltd, replacement of concrete apron, RCAF Station. *Winnipeg Man:* Donco Enterprises Ltd, joint seal replacement in concrete aprons, etc, RCAF Station; Bird Construction Co Ltd, addition to dining hall, Fort Osborne Barracks; Halls Associates (Western) Ltd, reroofing bldgs, Fort Osborne Barracks.

*Namao Alta:* Ernest Painting & Decorating Ltd, exterior painting of married quarters, RCAF Station. *Chilliwack B C:* Hay Decorating Co Ltd, interior painting of married quarters & bldgs, camp. *Comox B C:* Beaver Construction Co Ltd, rebuilding concrete apron, hangar

1, RCAF Station; J W Kokkelink, exterior painting of row-type apt, RCAF Station; J W Kokkelink, exterior painting of camp bldgs & married quarters, Work Point Barracks.

#### DEPARTMENT OF DEFENCE PRODUCTION

*Goose Bay (Labr) Nfld:* H A Krauspe Reg'd, interior painting of married quarters, RCAF Station. *Gander Nfld:* McNamara Construction of Nfld Ltd, repairs to roadbed & application of surface treatment, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, asphalt repairs, RCAF Station; Curran & Briggs Ltd, repairs to roads, etc, RCAF Station; Bernard Painters Ltd, interior painting of married quarters, RCAF Station.

*Dartmouth N S:* Dean's Nursery Ltd, repairing & sodding of grass areas, Shannon Park married quarters. *Halifax N S:* Webb Engineering Ltd, renewal of steam, air & condensate piping from bldg D64 to jetty 1, HMC Dockyard. *Shearwater N S:* Bryant Flooring Ltd, replacement of floor coverings in bldgs, RCN Air Station.

*Chatham N B:* Byron MacDonald Ltd, exterior painting of trims on bldgs, RCAF Station. *McGivney N B:* Flintkote Co of Canada Ltd, road repairs in married quarters area, 32 OAD, camp. *St Margarets N B:* Byron MacDonald Ltd, interior painting of bldgs, RCAF Station.

*Bagotville Que:* Laurent Bedard, exterior painting of married quarters, RCAF Station. *Montreal Que:* Gauthier & Frere Inc, installation of oil tank & burners, armoury, 2067 Bleury St. *St Hubert Que:* St Lawrence Steeplejacks Co Ltd, interior painting of barrack block 55, RCAF Station; Laurentian Steeplejacks Ltd, interior painting of barrack block 56, RCAF Station; St Lawrence Steeplejacks Co Ltd, interior painting of barrack block 65, RCAF Station; St Lawrence Steeplejacks Co Ltd, painting barrack block 60, RCAF Station.

*Angus Ont:* Ferri Contracting Ltd, application of asbestos shingles on walls of bldgs, depot 13 "X", RCAF. *Brockville Ont:* Glen Smith Building Services, replacement of roof, armoury. *Centralia Ont:* Ken Douglas Painting & Decorating, interior painting of barrack blocks 3 & 10, RCAF Station; Western Painting & Decorating Services, exterior painting of married quarters, RCAF Station; Western Painting & Decorating Services, exterior painting of bldgs, RCAF Station; Stebbins Paving Contractors, cutting & sealing cracks on airfield runways & taxi strips, RCAF Station; Towland Construction Ltd, repairing driveways of married quarters, RCAF Station.

*Falconbridge Ont:* Denis Biro Painting & Gyproc Joint Filling Contractor, interior painting of married quarters, RCAF Station. *Kingston Ont:* Kingston Roofing & Flooring Co Ltd, replacement of tiles in married quarters. *Oakville Ont:* Professional Painting & Decorating, interior painting & washing walls of married quarters, Surrey Park. *Petawawa Ont:* Irving Harding Ltd, replacement of sheet metal roof surface, camp. *Uplands Ont:* Ottawa Valley Tank Lines Ltd, sealing asphalt pavement on station roads. *Weston Ont:* Black & McDonald Ltd, replacement of fire alarm panel, stations & bells, etc.

*Shilo Man:* Wheat City Roofing Co, repairing & gravelling roofs of duplex housing units, camp; G T Smith & Sons Ltd, installation of fire detection, warning & alarm system in bldgs, camp. *Wasagaming Man:* Arnason Construction Co Ltd, construction of sewage stabilization pond, Clear Lake cadet camp; Dixon Painting & Flooring, interior & exterior painting of bldg, Clear Lake cadet camp. *Winnipeg Man:* Oswald Decorating Co, exterior painting of bldgs, Fort Osborne barracks.

*Grande Prairie Alta:* D & B Contractors Ltd, repair of truss members, armouries. *Namao Alta:* Bob Elliot Painting & Decorating Ltd, interior painting of married quarters, RCAF Station. *Esquimalt (Victoria) B C:* Laing & Clements Construction, alterations to windows & locker rooms in bldg 88, HMCS Naden. *Extension B C:* Fletcher & Helgesen Ltd, erection of perimeter security fence. *Matsqui B C:* Columbia Bitulithic Ltd, road paving & grading, HMCS Aldergrove. *Victoria B C:* Plaza Paint Pot, interior painting of married quarters, Work Point Barracks.

In addition, this Department awarded 69 contracts containing the General Fair Wages Clause.

#### (Catering Services)

*Hamilton Ont:* Canada Catering Co Ltd, food & food services, HMCS Patriot. *Clear Lake Man:* Dominion Catering Co Ltd, food services, Clear Lake cadet camp. *Shilo Man:* Dominion Catering Co Ltd, food services, camp. *Wainwright Alta:* Canada Catering Co Ltd, food services, camp. *Comox B C:* Canada Catering Co Ltd, food & food services, HMCS Quadra.

#### NATIONAL HARBOURS BOARD

*Halifax N S:* J G Fitzpatrick Ltd, construction of transit shed 9A on pier 9. *Saint John N B:* Westeel Products Ltd, replacement of dockside doors, sheds 1 & 11. *Quebec Que:* F F Sprinklers Ltd, installation of sprinkler system, shed "A".

## DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Prince Edward Island National Park P E I:* Maritime Electric Co Ltd, installation of submarine cable to service Rustico Island. *Jasper National Park Alta:* Crawley & Mohr Ltd, installation of prefabricated kitchen shelter & toilet bldg, Whistler Mountain campground.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

### POST OFFICE DEPARTMENT

This Department awarded seven contracts containing the General Fair Wages Clause

### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Windsor Ont:* D'Amore Construction (Windsor) Ltd, construction of sewers, sewage force mains, bldgs, pumping stations, etc, (contract 1); Keystone Contractors Ltd, construction of sewers, sewage force mains, bldgs, pumping stations, etc, (contract 2).

## DEPARTMENT OF PUBLIC WORKS

*Bay de Verde Nfld:* Babb Construction Ltd, breakwater repairs. *Bell Island Nfld:* M A Rose & Son Ltd, construction of access road to light station. *Bonavista (O'Dea's Pond) Nfld:* Benson Builders Ltd, reconstruction of walls. *Conche Nfld:* Glen Construction Co Ltd, wharf reconstruction. *Harbour Breton Nfld:* Cameron Contracting Ltd, wharf improvements. *Newton Nfld:* Beaton Abbott, wharf replacement. *Norris Point Nfld:* Gid Sacrey Ltd, wharf reconstruction. *Pass Island Nfld:* Power Construction Ltd, construction of community stage wharf. *Red Head Cove Nfld:* Quinlan Bros Ltd, wharf repairs. *Roddickton Nfld:* Avalon Construction & Engineering Ltd, wharf extension.

*Fishing Cove P E I:* H J Phillips & Son, construction of protection wall. *Little Sands P E I:* Colin R MacDonald Ltd, breakwater repairs. *Miminegash P E I:* Morrison & McRae Ltd, harbour improvements.

*Arisaig N S:* A E Whidden, breakwater—wharf repairs. *Bear Point N S:* Leonard W Shaw, wharf repairs. *Cheticamp Point N S:* Allan J MacDonald, repairs to harbour works. *Dartmouth N S:* Cooke Sales Ltd, installation of reversible belt conveyor, federal bldg. *Fall's Point N S:* Continental Construction Co Ltd, harbour improvements. *Grand Etang N S:* Universal Pipe Line Welding Ltd, installation of water supply. *L'Archeveque N S:* Colin R MacDonald Ltd, west breakwater repairs.

*Lower East Pubnico N S:* Seaport Contractors & Landscape Ltd, site preparation. *Margaree Harbour N S:* Arthur A Cormier, west breakwater repairs. *Pinkney's Point N S:* Clare Construction Co Ltd, approach repairs. *Pleasant Bay (The Ponds) N S:* Nova Construction Co Ltd, harbour improvements. *Port Hood Island (Smith's Cove) N S:* Colin R MacDonald Ltd, harbour improvements. *Port Latour N S:* Shelburne Contracting Ltd, wharf repairs. *Port Morien N S:* R A Douglas Ltd, harbour improvements. *Wallace N S:* Stanley Reid, wharf reconstruction. *Weymouth North N S:* Stanley Reid, construction of wharf mooring.

*Cape Bald N B:* Scott Wheaton Ltd, breakwater repairs. *Grand Anse N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Newcastle N B:* M F Esson & Sons Ltd, wharf repairs. *Petit Rocher N B:* Comeau & Savoie Construction Ltd, breakwater repairs. *Ste Marie-sur-Mer N B:* Comeau & Savoie Construction Ltd, breakwater repairs. *Shippegan Gully N B:* Diamond Construction (1961) Ltd, east breakwater reconstruction.

*Anse-aux-Basques Que:* Jean Charles Tremblay, construction & installation of gauge-way. *Baie Ste-Catherine (Anse-au-Portage) Que:* Georges Cauchon, wharf repairs. *Brion Island (M I) Que:* Adrien Arseneau, breakwater repairs. *Cap Bon Desir Que:* Philias Savard, construction of access road to light station. *Cap Chat Que:* Les Entreprises Mont Sterling, wharf repairs. *Chute-aux-Outardes Que:* Landry Construction Inc, construction of post office bldg. *Entry Island (M I) Que:* Adrien Arseneau, harbour improvements. *Havre Aubert (M I) Que:* Turbide & Jomphe Enrg, wharf extension.

*Hull Que:* Stanley G Brookes Ltd, lighting causeway bridge; Beaudoin Construction Ltd, installation for computing devices, National Printing Bureau. *Les Eboulements Que:* La Fonderie de Lauzon Ltee, improvements to hoisting apparatus. *Montreal Que:* Allied Bldg Services (1962) Ltd, repointing & cleaning of masonry, international civil aviation bldg, 1080 University Ave. *Pointe Claire Que:* Ron Engineering & Construction (Quebec) Ltd, construction of bldg for pulp & paper research institute of Canada. *Quebec Que:* Sanitation & Industrial Maintenance Co Ltd, interior cleaning, UIC bldg, 155 Dorchester St South.

*Riviere-au-Tonnerre Que:* Lang Construction Co Ltd, landing pier improvements. *Riviere Madeleine Que:* Wilbrod LeTourneau, construction of slipway & hauling plant. *Sacre-Cœur Que:* Girard & Frere Enr, construction of post office bldg. *Ste Henedine Que:*

Roger Turgeon, construction of post office bldg. *St Laurent Que*: Prieur Entreprises Inc, modifications & alterations to former stills area, National Film Board, 3255 Cote de Liesse Rd; Prieur Entreprises Inc, installation of refrigeration units, National Film Board, 3255 Cote de Liesse Rd.

*St Roch de Belle Combe (Lac Caron) Que*: Gilles Mercier Enrg, construction of launching ramp & approach improvements. *St Vincent de Paul Que*: The Highway Paving Co Ltd, grading, base course & paving of access roads, Leclerc institution; Les Entreprises Alpha Co Ltee, alterations to administration bldg, federal training centre. *Verdun Que*: Nation-Wide Interior Maintenance Co Ltd, interior cleaning of UIC bldg.

*Burlington Channel Ont*: Bermingham Construction Ltd, harbour repairs & improvements, east part of south pier (stage 1). *Cornwall Island Ont*: Arthur Bros Window & Floor Cleaning Service, interior cleaning, etc, customs hwy office. *Don Mills Ont*: Harry S Denning Service Ltd, interior cleaning & maintenance of post office. *Elmira Ont*: Gorsline Construction Ltd, construction of post office bldg. *Etobicoke Ont*: Scollard Maintenance Ltd, interior cleaning of post office. *Fort Erie Ont*: B Zaitz Construction & Marine Ltd, construction of customs wharf & office.

*Fort William Ont*: Claydon Co Ltd alterations to post office bldg, Syndicate Ave. *Goderich Ont*: Nadeco Ltd, construction of water gauge station. *Hamilton Ont*: Ruliff Grass Construction Co Ltd, harbour & wharf improvements, Wellington St; Canadian Dredge & Dock Co Ltd, improvements to Catherine St wharf extension (stage 4). *New Toronto Ont*: Harry S Denning Cleaning Service, interior cleaning & maintenance of postal station "U", 935 The Queensway. *Ottawa Ont*: Professor Antonio Maranzini, renovations of ceilings, House of Commons & Senate, Parliament Bldgs; Beaudoin Construction Ltd, construction of cafeteria canopy & alterations, 8th floor, Lorne Bldg; Murphy & Morrow Ltd, application of acoustical tile, DBS, Tunney's Pasture; Leslie Morgan Furniture Finishers, renovation of desks, chairs, etc, House of Commons Chamber; Normand-Farquharson Ltd, application of acoustical tile in various rooms, Brooke Claxton Bldg; Beaudoin Construction Ltd, painting & pointing of UIC Bldg, 385 Slater St; R & R Construction, alterations to basement, first & second floors, temporary bldg 2; Goldstein Bros Ltd, installation of exit & emergency lighting, RCMP HQ Bldg, Alta Vista Dr; J R Statham Construction Ltd, alterations to third & fourth floors, Ogilvy Bldg, Rideau St; Maurice Savard, exterior painting of "C" Bldg, Cartier Square.

*Perth Ont*: Burprom Ltd, wharf construction. *Portland Ont*: Latulippe Bros, wharf repairs. *Port Weller Ont*: Art Ellis Construction (St Catharines) Ltd, construction of pilotage office for Dept of Transport. *Richmond Hill Ont*: Ross Anderson, interior cleaning of federal bldg. *St Elmo Ont*: Owen J Walbridge, wharf reconstruction. *Scarborough Ont*: A B M Construction, alterations to bldg for Public Archives of Canada, 651 Warden Ave. *Silverwater Ont*: G F Coles Construction, wharf repairs.

*Toronto Ont*: Black & McDonald Ltd, supply & installation of air conditioning equipment, William Lyon MacKenzie Bldg; Anglo-Canadian Bldg Maintenance, interior cleaning, Sir William Mulock Bldg, 241 Jarvis St. *Wellington Ont*: Burprom Ltd, wharf repairs. *White River Ont*: J Anderson Construction, construction of post office bldg. *Wikwemikong Ont*: G F Coles Construction Ltd, wharf reconstruction.

*Killarney Man*: Wm L McArter, interior & exterior cleaning, federal bldg. *Saskatoon Sask*: Boychuck Construction (Sask) Ltd, construction of office & laboratory bldg, Canadian Wildlife Services, University of Saskatchewan, Dept of Northern Affairs & National Resources. *Calgary Alta*: Universal Construction Co Ltd, construction of UIC/DVA bldg; Parkins Construction Ltd, spandrel recladding to postal terminal bldg; Walter McKenzie Decorating Ltd, interior painting of federal bldg. *Fort Fitzgerald Alta*: Yukon Construction Co Ltd, wharf repairs. *Manning Alta*: MacCalder Construction Co Ltd, construction of post office bldg.

*Hope Bay B C*: Harbour Piledriving Co, wharf repairs. *Manson's Landing B C*: Ed Sawchuck Contracting Co Ltd, float extension. *New Westminster B C*: Walker Construction, alterations for water resources branch, Indian Affairs & Fisheries Bldg; Fraser River Pile Driving Co Ltd, installation of railway bridge trestle ties. *Oliver B C*: Alexander Faulds, interior cleaning of federal bldg. *Port Clements B C*: Holland Construction & Logging Ltd, wharf improvements.

*Port Hardy B C*: Basarab Construction Co Ltd, construction of post office bldg. *Port Washington B C*: Harbour Piledriving Co, wharf repairs. *Queen Charlotte City B C*: Pacific Piledriving Co Ltd, wharf renewal & extension. *Sidney B C*: Pacific Piledriving Co Ltd, wharf & float repairs, Beacon Ave. *Tofino B C*: Tom Gibson & Sons Contracting Ltd, break-water repairs. *Victoria B C*: Farmer Construction Ltd, construction of federal bldg for Dept of National Revenue & UIC.

*Fort Smith N W T:* Bert Johnson Painting, painting & redecorating federal housing. *Whitehorse Y T:* Frank Lang Painting & Decorating, exterior painting of housing units & garages, Valleyview, Riverdale & Takhini subdivisions; General Enterprises Ltd, replacement of pipe line on Normandy Rd.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*St Lambert Que:* R E Stewart Construction Corp, construction of administration bldg. *St Lambert, Cote Ste Catherine & Beauharnois Que & Iroquois Ont:* Standish Bros Regd, grass control & fertilizing. *Port Colborne Ont:* Bridge & Tank Co of Canada Ltd, construction of safety cage & platforms on tower ladders, bridge 20, Welland canal. *Port Weller & St Catharines Ont:* Bridge & Tank Co of Canada Ltd, supply & installation of mitre gate operating machines for lower end of locks 1 & 3, Welland canal. *Port Weller, St Catharines & Thorold Ont:* Bridge & Tank Co of Canada Ltd, supply & installation of valve operating machines for lower end of locks 1, 3 & 7, Welland Canal.

*St Catharines Ont:* Antici Construction Co Ltd, restabilization of portion of weir bank on east side of waste weir, lock 2, Welland Canal; Bridge & Tank Co of Canada Ltd, structural & mechanical repairs & restoration of vertical lift bridge 5, Welland Canal. *Thorold Ont:* Peacock Contracting Ltd, pondage enlargement, lock 4 (stage 1), Welland Canal.

In addition, The St Lawrence Seaway Authority awarded two contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*St Anthony Nfld:* Pinsent Construction Co Ltd, construction of LORAN "C" monitor bldg, power house, dwellings, etc. *Brier Island N S:* E K Potter Ltd, construction of dwelling & storage shed. *Cape D'Or N S:* Cameron Contracting Ltd, demolition of various bldgs & construction of dwelling, fog alarm bldg, light tower & shed. *Cape St Mary N S:* Meteghan Home Furnishings, demolition of various bldgs & construction of dwellings, fog alarm bldg, light tower & shed. *Sydney N S:* Stephens Construction Ltd, construction of field electrical centre.

*Charlo N B:* North Shore Construction Ltd, paving of runway, airport. *Grand Manan Island N B:* Cameron Contracting Ltd, demolition of various bldgs & construction of shed, fog alarm bldg & light tower, Big Duck Island; Cameron Contracting Ltd, demolition of various bldgs & construction of fog alarm bldg & light tower, Long Point. *Musquash N B:* W G Usher Co Ltd, demolition of various bldgs & construction of dwelling, fog alarm bldg & light tower.

*Dorval Que:* Sestock Construction Ltd, construction of field electrical centre, Montreal International Airport. *Quebec Que:* Sanitation & Industrielle Mtce Co Ltee, cleaning of air terminal bldg. *Sept Iles Que:* Nordbec Construction Inc, alterations & additions to air terminal bldg.

*Fort William Ont:* B A Construction Ltd, strengthening of runway 12-30 & taxiway "A", Lakehead Airport. *Sault Ste Marie Ont:* J M Fuller Ltd, construction of sand storage bldg, etc.

*Winnipeg Man:* McEwen Bros Ltd, maintenance of landscaped grounds & interior plantings, international airport; Kraft Construction Co Ltd, construction of ASR-5 radar equipment bldg, pile foundations, power supply, access road, etc, international airport. *Regina Sask:* Huber Electric Co, installation of condenser discharge threshold identification lights, runway 07, airport. *Yorkton Sask:* Matheson Bros Ltd, reconstruction of circulating taxiway, airport.

*Edmonton Alta:* Alther Construction Ltd, modifications to maintenance garage, fire hall, international airport. *Grande Prairie Alta:* Standard General Construction (Int) Ltd, reconstruction of runway 06-24 & taxiways; Cookshaw Electric Ltd, installation of condenser discharge threshold identification lights, runway 29, etc, airport. *Lethbridge Alta:* E Lobe Contracting Ltd, surface treatment of runways 12-30, 05-23, etc, airport.

*Kamloops B C:* Roy & Pauline Franson, cleaning of air terminal bldg, airport. *Penticton B C:* Norman D & Angeline M Jacobs, cleaning of air terminal & aeradio bldgs, airport. *Triple Island B C:* D Robinson Construction Ltd, repairs, alterations & demolition work, combined dwelling & light tower. *Vancouver B C:* Beaver Construction Co Ltd, construction of taxiways for runway 08-26, access road & drainage improvements, airport; National Bldg Mtce Ltd, cleaning of air terminal bldg, etc, international airport. *Williams Lake B C:* P H Parent, cleaning of air terminal bldg, airport.

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## PRICE INDEX

### Consumer Price Index, June 1965

The consumer price index (1949=100) rose 0.7 per cent to 139.0 at the beginning of June, from 138.0 in May. The June index was 2.7 per cent higher than the June 1964 index of 135.3.

The increase resulted mainly from a 2.3 per cent increase in the food index during the month, although indexes for housing, clothing, transportation, and recreation and reading were slightly higher than in May. The health and personal care index declined fractionally, while the tobacco and alcohol index was unchanged.

The food index increased 2.3 per cent to 137.6 from 134.5. Prices were substantially higher for beef and pork, most fresh vegetables and grapefruit. Other price increases were reported for a variety of items including veal, chicken, butter, cheese, peanut butter, infants' food, tea, apples and grapes. Prices were lower for eggs, fresh tomatoes, oranges and orange juice, and coffee.

The housing index rose fractionally to 140.6, up 0.1 per cent from 140.5. The shelter component was slightly higher as a result of increased rent and home-ownership prices. The household operation component was unchanged, as scattered price increases in furniture, textiles, and utensils and equipment were offset by lower prices for coal, carpets and some household supplies.

The clothing index moved up 0.1 per cent to 121.1 from 121.0. Higher prices were reported for laundry, dry-cleaning and shoe-repair services, as well as some items of men's and children's wear, piece goods, and women's and children's footwear.

The transportation index advanced 0.1 per cent to 147.0 from 146.8 reflecting a seasonal increase in train fares, and higher taxi fares in Winnipeg. The automobile operation component declined as increased prices for motor oil and lubrication were outweighed by lower prices for some new cars.

The health and personal care index declined 0.1 per cent to 175.4 from 175.6 owing to price decreases in some personal care items.

The recreation and reading index increased 0.3 per cent to 155.0 from 154.6. In the recreation component, prices were higher for bicycles and sports equipment, while price increases for newspapers in Montreal moved the reading component.

The tobacco and alcohol index was unchanged at 122.5.

Group indexes one year earlier (June 1964) were: food 132.5, housing 138.4, clothing 119.0, transportation 142.0, health and personal care 167.3, recreation and reading 151.4, tobacco and alcohol 120.2.

### City Consumer Price Indexes, May 1965

Consumer price indexes (1949=100) were higher in nine of the 10 regional cities and unchanged in the tenth between April and May. Increases ranged from 0.1 per cent in St. John's to 0.6 per cent in Saskatoon-Regina and Edmonton-Calgary.

Food indexes were higher in all cities, the movements ranging from 0.1 per cent in St. John's to 2.1 per cent in Edmonton-Calgary. Housing indexes moved up slightly in five cities, down in one, and were unchanged in four. Clothing indexes edged downward in six cities, moved up slightly in one, and were constant in three. Transportation indexes were lower in five cities, higher in three cities and unchanged in two.

Health and personal care indexes moved up in five cities, down in three cities, and remained unchanged in two. Recreation and reading indexes rose in six cities, fell in one, and remained steady in three. Tobacco and alcohol indexes were constant in eight cities and higher in two.

Regional consumer price index point changes between April and May were: Saskatoon-Regina +0.8 to 131.9; Edmonton-Calgary +0.8 to 129.7; Montreal +0.6 to 137.4; Toronto +0.5 to 139.4; Halifax +0.4 to 133.9; Ottawa +0.4 to 137.7; Winnipeg +0.4 to 135.2; Saint John +0.3 to 136.4; St. John's +0.1 to 122.8\*. Vancouver remained unchanged at 134.5.

### Wholesale Price Index, May 1965

Canada's general wholesale index (1935-39=100) rose to 249.2 in May, up 0.6 per cent from the April index of 247.6 and 1.3 per cent above the May 1964 index of 245.9.

Six of the eight major group indexes advanced in May while one declined. The remaining one was unchanged.

The non-ferrous metals products group index moved up 3 per cent to 219.5 in May from the April index of 213.2, the animal products group index advanced 1.4 per cent to 260.1 from 256.5, and the iron products group index advanced 0.7 per cent to 265.6 from 263.8. There was a 0.3 per cent rise to 201.3 from 200.6 in the chemical products group index, the textile products group index also advanced 0.3 per cent to 247.1 from 246.4, and the vegetable products group index edged upward to 219.4 from 219.2.

The wood products group index, the only group which declined in May, eased to 333.1 from the April index of 333.3.

The non-metallic minerals products group index was unchanged at 190.8.

\* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 5.1 per cent from 229.2 to 241.0 in the four-week period ending May 28. The animal products index rose 6.4 per cent from 270.6 to 288.0, and the field products index advanced 3.3 per cent from 187.8 to 194.0.

The price index of residential building materials (1935-39=100) declined 0.1 per cent in May to 341.3 from 341.7 in April. On the 1949 basis, it was down to 149.7 from 149.9.

The price index of non-residential building materials (1949=100) rose 0.3 per cent to 148.0 from 147.6.

#### U.S. Consumer Price Index, May 1965

The United States consumer price index (1957-59=100) rose three-tenths of 1 per cent to a record 109.6 in May from 109.3 in April. A year ago in May the index was 107.8.

The April-May price increase of six-tenths of 1 per cent was the largest since June-July 1963, when prices rose eight-tenths of 1 per cent.

The increase was caused by bad weather that drove up the prices of potatoes, lettuce, cabbage and tomatoes. Rising demand and short supplies pushed up the prices of beef, veal, pork and lamb.

Advances were also registered in transportation costs, clothing, cigarettes, medical and personal care, housekeeping services, maintenance and repairs, and property taxes.

#### British Index of Retail Prices, April 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 112.0 at mid-April from 109.9 at mid-March, and 106.1 at mid-April, 1964.

The increase was caused mainly by higher prices of cigarettes, tobacco and alcoholic beverages, higher local rates and water charges, increases in the cost of motor vehicle licenses, and increases—largely seasonal—in the prices of tomatoes, partly offset by seasonal reductions in the price of household coal.

The food index rose to 111.6 from 110.4 in March.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 201.

#### Adult Education

1. CANADA. BUREAU OF STATISTICS. *Survey of Adult Education. L'éducation des adultes, 1961-62.* Ottawa, Queen's Printer, 1964. Pp. 55. Text in English and French.

2. WORKERS' EDUCATIONAL ASSOCIATION (GREAT BRITAIN). CENTRAL COUNCIL. *The Widening Horizon; Social Education in a Specialist Age.* London, 1964. Pp. [64]

Report of the WEA for the period between the Association's biennial conferences in March 1962 and April 1964.

#### Annual Reports

3. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1964.* [Victoria?] Queen's Printer, 1965. Pp. 101.

4. BRITISH PRODUCTIVITY COUNCIL. *Annual Review, 1963/64.* London [1965] Pp. 20.

5. CANADA. BUREAU OF STATISTICS. [Twenty-second] *Annual Report on Benefit Periods established and terminated under the Unemployment Insurance Act, Calendar Year, 1963.* Ottawa, Queen's Printer, 1965. Pp. 112.

6. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Seventh General Report on the Activities of the Community, 1 April, 1963-31 March, 1964.* Brussels, 1964. Pp. 366.

7. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Report for 1964.* Geneva, 1965. Pp. [16].

8. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-sixth Annual Report, 1964.* St. John, 1965. Pp. 29.

9. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1964*. Halifax, Queen's Printer, 1965. Pp. 35.

10. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Ninth Annual Report for the Fiscal Year ended March 31st, 1964*. Charlottetown [1965]. Pp. 40.

11. U.S. DEPARTMENT OF LABOR. *Fifty-second Annual Report, Fiscal Year, 1964*. Washington, GPO, 1965. Pp. 221.

12. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Manpower and Automation Research sponsored by the Office of Manpower, Automation and Training, July 1, 1963-June 30, 1964*. Washington, GPO, 1964. Pp. 126.

13. U.S. PRESIDENT, 1963- (LYNDON B. JOHNSON). *Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training by the United States Department of Labor transmitted to the Congress, March 1965*. [Washington, GPO, 1965]. Pp. 276.

#### Automation

14. INTERNATIONAL LABOUR OFFICE. *Automation: a Discussion of Research Methods*. Geneva, 1964. Pp. 276.

In March 1964 the International Labour Office sponsored a Meeting of Experts on Automation with representatives from 12 countries. The purpose of the meeting was to examine the impact of automation and advanced technology on the labour force and the programs which have been developed for dealing with adverse consequences for the individual worker. This volume contains background papers prepared for the meeting, as well as the text of the conclusions and recommendations adopted by the meeting. The report was prepared for publication by Phillip Cohen of the Economics and Research Branch, Canada Department of Labour, then on loan to ILO.

15. QUINET, FELIX. *Technological change and collective agreements*. Remarks presented at the 32nd Conference of ACFAS (*Association canadienne-française pour l'avancement des Sciences*), University of Ottawa, November 1964. [Ottawa? Canada Dept. of Labour? 1964?] Pp. 11.

#### Business

16. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Educating Tomorrow's Managers: the Business Schools and the Business Community. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1964. Pp. 47.

Contains an appraisal, along with conclusions and recommendations, of the functions of business schools and departments of business education in American colleges and universities.

17. IMMER, JOHN R. *Profitable Small Plant Layout*. 2d ed. Washington, GPO, 1964. Pp. [48]

Contents: Why be concerned about layout? Who does the work? Estimating costs and savings. Planning the layout. List requirements and functions of your plant. Major areas required. How to show the flow of materials. Layout of the workplace. Making the layout. Planning the move. Sources of information.

#### Economic Council of Canada

The following eleven studies were prepared as background papers for the First Annual Review of the Economic Council of Canada. They were published in Ottawa in 1965 by the Queen's Printer.

18. DALY, DONALD JAMES. *Federal Tax Revenues at Potential Output, 1960 and 1970*. Pp. 9, 325-336. Staff study No. 9.

19. DAWSON, JOHN ADDINGTON. *Changes in Agriculture to 1970*. Pp. 26. Staff study No. 11.

20. DENTON, FRANK T. *An Analysis of Post-war Unemployment*, by Frank T. Denton and Sylvia Ostry. Pp. 47. Staff study No. 3.

21. DENTON, FRANK T. *Population and Labour Force Projections to 1970*, by Frank T. Denton, Yoshiko Kasahara [and] Sylvia Ostry. Pp. 43. Staff study No. 1.

22. DOWNS, JOHN RICHARD. *Export Projections to 1970*. Pp. 38. Staff study No. 8.

23. DRABBLE, BERNARD J. *Potential Output, 1946 to 1970*. Pp. 81. Staff study No. 2.

24. HORNE, GILBERT RICHARD. *A Survey of Labour Market Conditions, Windsor, Ontario, 1964: a Case Study*, by G. R. Horne, W. J. Gillen [and] R. A. Helling. Pp. 34. Special study No. 2.

25. ILLING, WOLFGANG M. *Housing Demand to 1970*. Pp. 51. Staff study No. 4.

26. KEYS, B. ALLAN. *Special Survey of Longer Range Investment Outlook and Planning in Business*. Pp. 10. Staff study No. 6.

27. WHITE, DEREK A. *Business Investment to 1970*. Pp. 95. Staff study No. 5.

28. WILDGEN, FRANK. *National Saving at Potential Output to 1970*. Pp. 43. Staff study No. 10.

#### Employment Management

29. INSTITUTE OF PERSONNEL MANAGEMENT. *Personnel Management in Developing Countries*. Edited by J. E. Genders. London, 1964. Pp. 60.

The contributors to this booklet come from Kenya, British Guiana, India, Malaya and Nigeria. They discuss such matters as collective bargaining, industrial relations, joint consultation, job evaluation, and supervisory training.

30. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Practices in Factory and Office: Manufacturing*. New York, 1964. Pp. 152.

About 1800 manufacturers with 250 employees or more each are represented in this survey. There are 174 tables providing information about company practices in connection with employment procedures, hours of work and pay practices, communications, training and education, company services, time off with pay, employee benefit plans, health and safety, and miscellaneous work rules.

31. THORNE GROUP LTD. *Fringe Benefit Costs in Canada, 1963*. Toronto, 1964. 1 volume (various pagings).

This report, covering the calendar year 1963, is based on data received from 77 companies with a total working force of 318,310. Information is given concerning paid time off (vacation pay, holidays with pay) payments required by law (unemployment insurance, workmen's compensation, and old age security), pension and welfare plans, severance and termination pay, savings and thrift plans, year-end and special bonuses, and non-cash benefits (e.g. free meals, free lodging or housing, Christmas gifts and safety clothing.)

### Industrial Relations

32. OWEN, WILLIAM VERN. *Industrial Relations: Management, Labor, and Society* [by] W. Y. Owen [and] Howard V. Finston. New York, Appleton-Century-Crofts, 1964. Pp. 339.

Contents: Pt. 1. The Nature of Industrial Relations. Pt. 2. The Parties. Pt. 3. Some Economic Issues. Pt. 4. Organization and Theoretical Analyses. Pt. 5. Operations.

33. VOLLMER, HOWARD M. *Employee Rights and the Employment Relationship*. Berkeley, University of California Press, 1960. Pp. 175.

"A publication of the Institute of Industrial Relations, University of California." This monograph is concerned with employees' attitudes toward their job rights.

### International Labour Conference, 1965

The following four reports were prepared by the International Labour Office and published in Geneva in 1964 and 1965.

34. *Agrarian Reform, with Particular Reference to Employment and Social Aspects*. Sixth item on the agenda. Pp. 128.

At head of title: Report 6. International Labour Conference. Forty-ninth session, Geneva, 1965.

35. *The Employment of Women with Family Responsibilities*. Fifth item on the agenda. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference. 49th session, Geneva, 1965. Part 1 contains a proposed Recommendation for consideration by member countries. Part 2 contains comments from member countries as well as English and French texts of the amended Recommendation.

36. *The Employment of Young Persons in Underground Work in Mines of All Kinds*. Fourth item on the agenda. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference. 49th Session, Geneva, 1965. Part 1 contains proposed Conventions and Recommendations for consideration by member countries. Part 2 contains comments by the government and English and French texts of the revised Conventions and Recommendations.

37. *The Role of Co-operatives in the Economic and Social Development of Developing Countries*. Seventh item on the agenda. 2 volumes.

At head of title: Report 7(1)-(2). International Labour Conference. 49th session, Geneva, 1965. Part 1 contains a report for consideration by member governments. Part 2 contains comments and Proposed Conclusions based on the replies from member governments.

### Queen's University Commerce Club

The following two publications were issued by Queen's University Commerce Club.

38. *The Commereceman, 1963*. Kingston [1963] Pp. 72.

"Feature: Marketing." This issue of "The Commereceman" contains a number of articles on marketing.

39. *The Commereceman, 1964*. Kingston [1964] Pp. 67.

"Feature: Finance." Partial Contents: The Development and Management of Mutual Funds, by T. O. Peterson. Women in Executive and Administrative Positions in Canada, by Elaine Knox. The Use of Psychological Tests in Canadian Industry, by D. W. Garth.

### Labour Supply

40. INTERNATIONAL LABOUR OFFICE. *The Quality of Labour and Economic Development in Certain Countries, a Preliminary Study*, by Walter Galenson and Graham Pyatt. Geneva, 1964. Pp. 116.

Examines the relationship between labour and economic growth based on a study of 52 countries.

41. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Manpower for Technical Information Work; a Pilot Study*. Washington, GPO, 1964. Pp. 23.

Presents the findings and conclusions of a pilot study, "A study of manpower requirements for technical information support personnel", prepared by the Auerbach Corporation for the U.S. Dept. of Labor in January 1964.

### Labouring Classes

42. ONTARIO. ROYAL COMMISSION ON COMPULSORY ARBITRATION IN DISPUTES AFFECTING HOSPITALS AND THEIR EMPLOYEES. *Report*. Toronto, 1964. Pp. 62.

The Royal Commission, Judge C. E. Bennett, chairman, was appointed in October 1963, "to inquire into and report upon the feasibility and

desirability of applying compulsory arbitration in the settlement of disputes between Labour and Management over the negotiation and settlement of terms of collective agreements affecting hospitals and their employees and, in particular, to the settlement of a dispute concerning the Trenton Memorial Hospital and its employees . . ." The report was submitted to the Lieutenant-Governor of Ontario on June 22, 1964.

43. SEABORNE, A. E. M. *Subjective Standards in Industrial Inspection*, by A. E. M. Seaborne and L. F. Thomas. London, HMSO, 1964. Pp. 28.

By means of case studies, this research study shows how factory inspectors develop skill in making subjective judgment of quality, how their standards of judgment are liable to be influenced, and how inspectors can acquire this skill and maintain consistent standards.

44. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws*. Rev. September 1964. Washington, GPO, 1964. Pp. 83.

45. U.S. BUREAU OF LABOR STATISTICS. *Brief History of the American Labor Movement*. [Rev. ed.] Washington, GPO, 1964. Pp. 100.

As well as relating the story of labour organization in the U.S.A. this pamphlet contains a chronology of important events in American labour history from 1778 to the end of 1963.

46. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Formal Occupational Training of Adult Workers; its Extent, Nature, and Use*. Washington, GPO, 1964. Pp. 48.

Based on a study prepared by the U.S. Bureau of Labor Statistics for the Office of Manpower, Automation and Training.

### Older Workers

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Aging Worker in the Canadian Economy*. Ottawa, Queen's Printer, 1964. Pp. 60.

Provides information about workers aged 65 and over, as well as about workers aged between 45 and 64. Discusses age and composition of the Canadian labour force, the industries in which older men and women are employed, the unemployment of older workers, and the income picture of older people.

48. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Job Re-design; the Application of Biological Data on Aging to the Design of Equipment and the Organization of Work*, by Stephen Griew. Paris, 1964. Pp. 86.

This report "attempts to show that the job adjustment and productivity of older workers can be improved dramatically if their work is designed systematically to allow for the biological changes which occur with advancing age."

## Organization for Economic Co-operation and Development

49. INTERNATIONAL JOINT SEMINAR ON GEOGRAPHICAL AND OCCUPATIONAL MOBILITY OF MANPOWER, CASTELFUSANO, ITALY, 1963. *Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division, OECD, 1964. Pp. 213.

At head of title: International Seminars, 1963-4.

Supplement to the Final Report. [Paris, 1964] Pp. 109.

At this Seminar, representatives of employers' and workers' organizations from 16 member countries of OECD met to analyze the problems of facilitating adjustment to geographical and occupational changes, to discuss their experience, and to suggest an over-all programme needed in this field. The final report contains a summary of the discussions and four reports prepared for the Seminar giving background material. The supplement contains case studies prepared for the Seminar.

50. INTERNATIONAL TRADE UNION SEMINAR ON ECONOMIC AND SOCIAL PROGRAMMING, PARIS, 1963. *Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division, OECD, 1964. Pp. 145.

At head of title: International Seminars, 1963-4.

*Supplement to Final Report*. [Paris, 1964] Pp. 126.

At this Seminar, trade unionists from OECD countries met "to review and compare their experience of economic and social programming in furthering national economic growth and the realisation of their social objectives." There is a review of reports and discussion in the Final Report while the Supplement contains reports prepared for the Seminar and country reports prepared by the participants.

51. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The OECD at Work*. September 1964. Paris, 1964. Pp. 137.

Tells what the OECD does in the field of economics, international trade, manpower and social affairs, industry and energy, agriculture, fisheries, science and education.

### Public Welfare

52. CANADIAN CONFERENCE ON SOCIAL WELFARE. *Interest Group Papers*, 1964. Ottawa, 1964. Pp. 220.

Some of the topics discussed at this conference were social and public welfare services, services for the aged and homemaker services.

53. CANADIAN CONFERENCE ON SOCIAL WELFARE. *Seminar Papers*, 1964. Ottawa, 1964. Pp. 351.

Some of the topics discussed at this Seminar were the working environment, leisure, manpower implications of technological change, the problems of the disabled in an industrial society, and poverty in Canada.

## Redundancy

54. COOK, P. LESLEY. *Railway Workshops: the Problems of Contraction*. Cambridge [Eng.] University Press, 1964. Pp. 92.

In September 1962 the British Government announced a plan to close down some of the main workshops of British railways, reduce the staff by over 20,000 workers, and reorganize the remaining shops. This is an examination of the plan.

55. FOX, ALAN. *The Milton Plan; an Exercise in Manpower Planning and the Transfer of Production*. London, Institute of Personnel Management, 1965. Pp. 66.

A case history of the closure of an aluminium rolling mill belonging to British Aluminium Company Limited, and of the company's plans for transferring many of the workers to another mill in South Wales. This study tells of the company's success in closing the mill without a strike or disruption of any kind, but also of its failure to persuade employees to move from the old mill to the new one.

## Wages and Hours

56. INTERNATIONAL LABOUR OFFICE. *Methods and Principles of Wage Regulation*. Third item on the agenda. Geneva, 1964. Pp. 76.

At head of title: Report 3. International Labour Organization. Second African Regional Conference, Addis Ababa, 1964.

57. UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Politiques de salaires: exigences nouvelles* [par] Jacques St. Laurent [et al.] Quebec, Les Presses de l'Université Laval, 1964. Pp. 171.

Report of the 19th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 13 and 14, 1964. The papers presented

at this conference examine wage policy and the part played by the provincial government in determining wage policy in Quebec.

## Women—Employment

58. NATIONAL CORPORATION FOR THE CARE OF OLD PEOPLE. *Not Too Old at Sixty; an Experiment in the Employment of Women of Pensionable Age by the Over Forty Association for Women*. London, c1963. Pp. 20.

The National Corporation for the Care of Old People, London, Eng., made a grant to the Over Forty Association for Women enabling the Association to find employment for many women over pensionable age.

59. U.S. WOMEN'S BUREAU. *Clerical Occupations for Women, Today and Tomorrow*. Washington [GPO] 1964. Pp. 69.

Describes trends in clerical jobs, various types of clerical occupations, and provides a general survey of the clerical field.

## Miscellaneous

60. CANADIAN TAX FOUNDATION. *Inter-government Fiscal Relationships*. Toronto, 1964. Pp. 77.

Contents: Fiscal Adjustment in a Federal Country, by John F. Graham. The Basis and Effects of Provincial-Municipal Fiscal Decisions, by A. W. Johnson and J. M. Andrews.

61. SOCIAL PLANNING COUNCIL OF METROPOLITAN TORONTO. *Guides for Family Budgeting, prepared for the Use of Social and Health Agencies of Metropolitan Toronto*. Toronto, 1964. Pp. 64.

Contains "a statement of expenditures necessary for any Toronto family to maintain an acceptable level of living," some of the categories are food, clothing, housing and utilities, homefurnishings and equipment, health and medical care and supplies, etc.

## Conciliation Proceedings

(Continued from page 640)

### Dispute Settled after Strike Action

Newfoundland Employers' Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., December 1964, p. 1109). The parties signed the collective agreement on May 21 and the longshoremen returned to work on May 24.

### Industrial Fatalities

(Continued from page 618)

machinery, automobiles, trucks, mine and quarry cars, belts, pulleys, chains, lines and hoisting or conveying apparatus. Electric current and over-exertion each caused seven fatalities, and seven were under the heading of miscellaneous accidents.

By province of occurrence, there were 76 fatalities in Ontario, 70 in British Columbia, 38 in Alberta, and 36 in Quebec.

During the quarter, there were 81 fatalities in January, 103 in February, and 84 in March.

### Wage Schedules

(Continued from page 657)

*Coppermine N W T*: Yukon Construction Co Ltd, construction of storage warehouse, etc. *Yellowknife N W T*: O I Johnson Construction Ltd, construction of storage bldg, etc. *Mayo Y T*: General Enterprises Ltd, construction of access road to transmitter site & related work. *Watson Lake Y T*: Yukon Construction Co Ltd, construction of NDB bldgs & related work, airport. *Whitehorse Y T*: Huber Electric Ltd, installation of threshold identification lights, relocation of controls, approach & runway lighting for runway 31L, etc, airport.

In addition, this Department awarded 24 contracts containing the General Fair Wages Clause.

## Decisions of the Umpire

(Continued from page 651)

taken to lodge her insurance book and the reason she was unable to deposit it, as she had agreed to do when she filed her renewal claim.

**Considerations and Conclusions:** As stated in the above statement of observations, "it was incumbent on the claimant to follow up with her employer to ensure that her insurance book had in fact been sent to the local office"; it was also her responsibility to inform the local office by August 25, 1964, of the steps she had taken to lodge her insurance book and of the reasons that prevented her from depositing it at her local office.

As the claimant did not comply with those requirements, she was rightly disqualified for having failed to make her claim for benefit in the prescribed manner.

I consequently decide to confirm the unanimous decision of the board of referees.

The union's appeal is dismissed.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED JUNE 19, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force.....	7,306	630	2,055	2,683	1,255	683
Men.....	5,185	462	1,485	1,858	897	483
Women.....	2,121	168	570	825	358	200
14-19 years.....	808	75	248	280	137	68
20-24 years.....	978	100	327	311	156	84
25-44 years.....	3,144	241	896	1,190	526	291
45-64 years.....	2,150	191	536	808	396	219
65 years and over.....	226	23	48	94	40	21
Employed.....	7,049	599	1,955	2,609	1,232	654
Men.....	4,993	435	1,408	1,808	879	463
Women.....	2,056	164	547	801	353	191
Agriculture.....	649	33	127	170	296	23
Non-agriculture.....	6,400	566	1,828	2,439	936	631
Paid workers.....	5,910	506	1,672	2,276	884	572
Men.....	4,081	359	1,183	1,541	598	400
Women.....	1,829	147	489	735	286	172
Unemployed.....	257	31	100	74	23	29
Men.....	192	27	77	50	18	20
Women.....	65	*	23	24	*	*
Persons not in labour force.....	5,807	638	1,741	1,921	955	552
Men.....	1,313	167	385	409	222	130
Women.....	4,494	471	1,356	1,512	733	422

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
JUNE 19, 1965, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	13, 113	2, 136	3, 734	1, 008	3, 865	952	1, 418
Labour Force.....	7, 306	808	3, 623	905	1, 069	675	226
Employed.....	7, 049	708	3, 553	854	1, 054	662	218
Unemployed.....	257	100	70	51	15	13	*
Not in the labour force.....	5, 807	1, 328	111	103	2, 796	277	1, 192
Participation rate <sup>(2)</sup>							
1965, June 19.....	55.7	37.8	97.0	89.8	27.7	70.9	15.9
May 22.....	54.4	32.4	96.7	86.9	27.5	69.9	16.2
Unemployment rate <sup>(3)</sup>							
1965, June 19.....	3.5	12.4	1.9	5.6	1.4	1.9	*
May 22.....	3.7	8.8	2.9	6.8	1.4	2.4	*

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 19, 1965**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	June 1965	May 1965	June 1964 <sup>(1)</sup>
Total unemployed.....	257	265	282
On temporary layoff up to 30 days.....	16	15	13
Without work and seeking work.....	241	250	269
Seeking full-time work.....	222	235	246
Seeking part-time work.....	19	15	23
Seeking under 1 month.....	111	75	115
Seeking 1-3 months.....	64	79	73
Seeking 4-6 months.....	30	52	38
Seeking more than 6 months.....	36	44	43

<sup>(1)</sup> Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY**

Note: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals (a)
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
April.....	47.3	532.0	170.7							1,869.6
May.....	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March*.....	54.2	583.2	178.7							2,035.1
April†.....	52.9	586.7	184.1							2,067.9
Seasonally Adjusted										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
April.....	49.2	536.8	174.8							1,914.0
May.....	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January.....	53.0	578.5	185.9							2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March*.....	55.0	591.5	187.7							2,109.6
April†.....	55.0	592.0	188.5							2,118.7

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March, 1965 employers in the principal non-agricultural industries reported a total employment of 3,128,590. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
<b>1964—</b>						
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	87.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.8	201.6	88.66
<b>1965—</b>						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February*.....	129.5	207.9	89.30	122.6	209.4	92.07
March†.....	130.6	209.9	90.17	124.2	213.9	94.06

<sup>[1]</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

# TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964
<b>Provinces</b>				\$	\$	\$
Atlantic Region.....	106.6	106.1	99.5	76.50	76.50	72.05
Newfoundland.....	131.0	131.9	123.7	80.97	82.07	79.06
Prince Edward Island.....	115.6	117.0	111.0	64.14	64.86	63.16
Nova Scotia.....	98.1	96.6	89.1	75.21	74.27	70.21
New Brunswick.....	105.7	105.6	101.1	76.42	76.85	70.79
Quebec.....	129.4	128.6	122.6	87.29	86.70	82.58
Ontario.....	135.2	133.6	128.0	93.85	91.85	88.48
Prairie Region.....	136.6	136.4	130.0	85.37	86.25	81.82
Manitoba.....	113.2	113.2	110.3	80.89	81.20	77.97
Saskatchewan.....	126.5	125.6	121.6	82.70	84.22	80.26
Alberta (Includes Northwest Territories).....	169.6	169.3	157.7	89.92	91.03	85.64
British Columbia (includes Yukon).....	127.2	124.6	118.7	98.33	99.10	92.88
<b>Canada.....</b>	<b>130.6</b>	<b>129.5</b>	<b>123.5</b>	<b>90.17</b>	<b>89.30</b>	<b>85.27</b>
<b>Urban areas</b>						
St. John's.....	147.3	144.2	138.3	67.42	67.84	64.91
Sydney.....	76.4	77.0	52.6	87.77	85.61	87.40
Halifax.....	135.1	133.6	129.5	76.63	76.48	72.41
Moncton.....	108.0	107.3	101.7	70.36	69.75	66.63
Saint John.....	118.7	116.5	113.0	77.94	80.17	71.53
Chicoutimi — Jonquiere.....	110.8	111.6	111.5	102.96	102.10	101.52
Quebec.....	130.3	128.5	123.1	77.00	75.73	71.57
Sherbrooke.....	113.0	118.9	115.5	77.18	75.44	71.56
Shawinigan.....	107.9	107.5	101.8	92.64	92.10	89.77
Three Rivers.....	119.2	117.4	117.3	78.32	79.54	77.49
Drummondville.....	98.8	98.4	92.0	72.32	71.70	69.86
Montreal.....	138.1	137.1	131.0	89.00	88.38	84.20
Ottawa — Hull.....	142.1	141.0	136.1	83.11	82.84	78.78
Kingston.....	137.6	137.8	130.6	87.97	82.85	86.16
Peterborough.....	109.7	109.6	103.4	97.33	95.39	92.15
Oshawa.....	249.1	248.8	226.9	122.89	116.33	104.41
Toronto.....	151.0	150.0	144.1	92.75	91.25	89.25
Hamilton.....	128.9	127.0	120.4	98.32	97.88	93.95
St. Catharines.....	132.6	131.7	121.4	109.35	107.56	99.41
Niagara Falls.....	99.9	100.7	95.1	92.36	92.81	86.94
Brantford.....	104.8	102.8	91.2	90.91	88.87	81.60
Guelph.....	141.7	141.7	131.5	86.61	83.39	78.45
Galt.....	131.4	129.3	128.6	82.41	80.95	77.52
Kitchener.....	153.6	152.2	142.4	82.68	81.05	78.74
Sudbury.....	143.6	140.9	130.0	100.93	100.71	99.90
Timmins.....	83.7	84.2	84.0	79.86	76.51	75.98
London.....	148.0	147.1	142.3	84.32	82.94	80.37
Sarnia.....	136.8	133.7	131.4	115.67	110.17	108.91
Windsor.....	91.8	75.3	81.9	114.73	92.97	96.99
Sault Ste. Marie.....	153.3	152.7	146.6	113.37	108.72	102.38
Fort William — Port Arthur.....	113.8	111.3	101.8	86.42	87.62	82.47
Winnipeg.....	116.5	116.1	113.2	77.78	77.96	75.28
Regina.....	150.3	149.7	145.8	80.85	81.39	79.55
Saskatoon.....	153.6	151.4	139.1	77.77	79.21	74.35
Edmonton.....	217.4	215.3	204.9	82.55	83.39	79.07
Calgary.....	199.2	198.6	179.0	88.55	89.62	85.10
Vancouver.....	129.9	127.1	121.8	96.00	96.26	91.77
Victoria.....	127.7	127.1	110.9	85.93	88.48	80.47

TABLE C-2a ESTIMATES OF EMPLOYEES, BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands—en milliers										
Forestry.....	Mar. 1965 <sup>p</sup>	2.9	0.1	1.4	3.6	11.1	11.8	1.0	0.2	2.8	19.0	53.7
	Feb. 1965 <sup>p</sup>	3.8	0.1	1.8	4.4	16.9	13.9	1.1	0.3	2.8	17.7	63.0
	Mar. 1964	3.2	—	1.6	3.4	8.5	9.7	1.0	0.2	2.1	16.8	46.4
Mines, quarries and oil wells.....	Mar. 1965 <sup>p</sup>	5.4	—	7.7	2.2	24.9	32.3	5.1	4.3	20.5	8.5	110.9
	Feb. 1965 <sup>p</sup>	5.3	—	7.6	2.2	31.7	31.7	5.0	4.0	20.5	8.4	109.4
	Mar. 1964	4.4	—	3.8	1.6	23.2	32.8	5.1	3.6	19.0	8.2	101.8
Manufacturing industries.....	Mar. 1965 <sup>p</sup>	10.2	1.4	29.1	22.4	460.5	720.8	46.5	13.3	44.6	109.7	1,458.5
	Feb. 1965 <sup>p</sup>	10.4	1.5	28.4	21.6	458.9	708.8	46.5	13.1	43.6	107.4	1,440.1
	Mar. 1964	10.1	1.4	27.7	21.8	448.2	685.9	44.7	12.7	42.2	103.4	1,398.1
Non-durable goods manufacturing.....	Mar. 1965 <sup>p</sup>	8.1	1.1	14.7	13.5	288.0	313.5	26.1	8.8	23.7	39.9	737.3
	Feb. 1965 <sup>p</sup>	8.2	1.1	14.6	13.2	287.8	313.7	26.2	8.8	23.2	39.1	738.8
	Mar. 1964	7.8	1.1	14.9	13.0	284.6	312.2	24.8	8.8	22.7	38.1	728.0
Durable goods manufacturing.....	Mar. 1965 <sup>p</sup>	2.1	0.4	14.5	8.9	172.5	407.3	20.4	4.6	20.9	69.8	721.2
	Feb. 1965 <sup>p</sup>	2.1	0.4	13.8	8.4	171.1	395.1	20.3	4.3	20.4	68.3	704.3
	Mar. 1964	2.3	0.3	12.8	8.8	163.6	373.7	19.9	3.9	19.5	65.3	670.1
Construction.....	Mar. 1965 <sup>p</sup>	4.3	0.8	8.8	7.0	88.1	111.7	10.4	8.8	23.8	27.9	291.5
	Feb. 1965 <sup>p</sup>	4.5	0.8	7.9	6.9	87.0	110.2	10.8	9.0	24.9	26.0	287.9
	Mar. 1964	4.8	0.8	6.2	5.6	83.6	99.4	11.2	8.1	20.9	24.5	266.2
Transportation, communication and other utilities.....	Mar. 1965 <sup>p</sup>	12.4	2.1	23.2	22.3	146.0	190.1	38.4	24.3	46.0	66.8	571.6
	Feb. 1965 <sup>p</sup>	11.9	2.5	23.8	22.9	141.2	190.5	38.9	24.4	45.8	65.3	567.2
	Mar. 1964	11.6	2.1	21.8	21.8	139.4	184.2	37.4	24.2	44.3	62.3	549.2
Trade.....	Mar. 1965 <sup>p</sup>	13.5	3.5	25.7	21.1	226.4	342.3	45.6	32.9	66.0	86.9	863.9
	Feb. 1965 <sup>p</sup>	13.5	3.5	25.3	21.0	224.4	340.9	45.2	32.8	66.0	85.7	858.3
	Mar. 1964	13.3	3.3	25.1	21.1	215.2	332.1	43.4	31.7	63.1	80.8	829.1
Finance, insurance and real estate.....	Mar. 1965 <sup>p</sup>	1.4	0.5	5.5	4.1	66.5	99.8	11.5	7.0	13.4	20.6	230.3
	Feb. 1965 <sup>p</sup>	1.4	0.5	5.4	4.0	66.7	99.7	11.4	7.0	13.4	20.8	230.2
	Mar. 1964	1.3	0.5	5.2	3.8	63.6	94.5	11.1	6.5	13.3	19.2	218.8
Service (commercial sector) <sup>(1)</sup> .....	Mar. 1965 <sup>p</sup>	4.5	1.5	10.3	6.9	121.7	182.0	22.6	13.3	35.4	50.5	448.8
	Feb. 1965 <sup>p</sup>	4.3	1.4	10.2	6.9	121.2	180.2	22.6	13.0	34.6	49.7	444.2
	Mar. 1964	4.0	1.2	10.0	6.7	109.8	169.3	21.5	12.7	31.5	44.6	411.3
Total—Specified industries.....	Mar. 1965 <sup>p</sup>	54.5	10.0	111.7	89.6	1,145.2	1,690.8	181.1	104.1	252.5	389.8	4,029.2
	Feb. 1965 <sup>p</sup>	55.0	10.2	110.6	89.9	1,140.9	1,675.9	181.6	103.8	251.6	380.9	4,000.4
	Mar. 1964	52.7	9.3	101.4	85.8	1,091.5	1,607.9	175.4	99.7	236.4	359.8	3,819.9

(1) Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.  
<sup>p</sup> Preliminary figures.      <sup>r</sup> Revised figures.      Note: Estimates may not add to totals due to rounding.

# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964
				\$	\$	\$
<b>Mining</b> .....	<b>120.1</b>	<b>118.9</b>	<b>109.1</b>	<b>110.88</b>	<b>110.50</b>	<b>107.50</b>
Metal mining.....	135.1	134.1	125.5	110.63	109.69	106.24
Gold.....	59.9	60.0	63.3	89.86	88.44	86.47
Other metal.....	204.9	202.9	183.3	116.27	115.51	112.59
Fuels.....	90.5	90.2	73.9	117.43	116.66	118.29
Coal.....	38.0	37.7	21.9	86.32	80.17	80.73
Oil and natural gas.....	303.7	303.0	284.8	133.21	135.06	129.99
Non-metal.....	138.9	134.7	138.7	99.43	102.00	95.70
<b>Manufacturing</b> .....	<b>124.2</b>	<b>122.6</b>	<b>118.4</b>	<b>94.06</b>	<b>92.07</b>	<b>88.82</b>
Durable goods.....	135.3	132.2	125.9	102.49	99.37	95.28
Non-durable goods.....	114.8	114.5	112.1	85.75	85.03	82.76
Food and beverages.....	110.0	109.3	107.0	82.41	81.71	80.32
Meat products.....	135.4	133.4	130.8	89.27	87.96	88.27
Canned and preserved fruits and vegetables.....	89.0	89.1	83.6	75.38	73.63	71.05
Grain mill products.....	90.3	91.0	95.8	89.95	91.25	88.29
Bread and bakery products.....	113.0	111.9	111.5	76.50	76.11	75.56
Distilled and malt liquors.....	93.0	93.9	91.8	113.85	112.55	111.07
Tobacco and tobacco products.....	87.9	105.5	95.2	87.07	81.19	81.12
Rubber products.....	120.8	120.5	116.6	94.05	94.08	90.28
Leather products.....	89.9	90.0	89.9	63.15	62.73	58.97
Boots and shoes (except rubber).....	91.6	92.0	93.8	61.36	61.06	56.89
Other leather products.....	86.8	86.3	82.7	66.58	65.96	63.27
Textile products (except clothing).....	91.4	91.0	89.4	74.30	73.07	71.00
Cotton yarn and broad woven goods.....	76.5	77.4	76.9	72.09	71.67	67.83
Woolen goods.....	62.8	62.8	65.9	68.84	67.28	64.77
Synthetic textiles and silk.....	118.6	118.1	106.5	81.04	78.07	79.38
Clothing (textile and fur).....	103.1	102.9	100.9	58.14	57.85	55.01
Men's clothing.....	110.0	109.0	105.3	56.98	56.57	54.03
Women's clothing.....	116.5	116.7	114.9	58.78	59.52	56.39
Knit goods.....	78.9	79.0	74.9	58.54	58.07	54.57
Wood products.....	115.7	114.7	112.4	80.29	81.13	75.87
Saw and planing mills.....	116.6	116.0	115.2	83.14	84.81	78.59
Furniture.....	130.7	129.4	121.9	76.99	76.06	72.55
Other wood products.....	81.5	79.3	79.3	69.78	69.81	65.56
Paper products.....	132.2	131.4	127.4	106.37	105.92	103.22
Pulp and paper mills.....	130.3	129.8	126.9	114.33	114.48	111.54
Other paper products.....	136.6	135.3	128.7	88.41	86.53	83.53
Printing, publishing and allied industries.....	128.9	128.3	126.4	101.00	100.05	97.56
Iron and steel products.....	129.0	126.7	118.5	105.87	103.24	100.08
Agricultural implements.....	84.8	83.3	73.6	114.21	110.01	111.63
Fabricated and structural steel.....	171.3	168.7	145.5	104.68	103.17	100.88
Hardware and tools.....	134.6	133.0	123.9	92.68	90.44	87.76
Heating and cooking appliances.....	113.6	111.8	111.7	88.76	88.13	86.87
Iron castings.....	116.2	108.4	108.5	104.46	100.25	94.90
Machinery, industrial machinery.....	157.2	154.9	139.5	102.95	100.51	96.42
Primary iron and steel.....	148.0	147.4	137.5	119.85	117.63	113.43
Sheet metal products.....	123.6	121.0	118.9	101.86	98.15	95.76
Wire and wire products.....	137.5	136.5	124.1	103.67	100.53	99.85
Transportation equipment.....	139.4	131.6	126.1	116.38	107.96	102.74
Aircraft and parts.....	252.8	252.8	253.1	111.03	108.59	104.83
Motor vehicles.....	165.1	140.9	144.9	141.19	123.27	117.59
Motor vehicle parts and accessories.....	171.6	171.1	153.9	114.30	108.32	97.80
Railroad and rolling stock equipment.....	64.3	62.3	57.4	96.62	95.53	91.37
Shipbuilding and repairing.....	154.3	147.5	133.6	101.63	96.26	92.18
Non-ferrous metal products.....	134.4	133.9	130.1	103.44	102.51	101.24
Aluminum products.....	134.6	133.6	142.1	101.16	99.33	96.37
Brass and copper products.....	120.6	119.9	116.0	99.23	96.67	96.86
Smelting and refining.....	145.3	144.8	140.0	113.08	112.90	112.15
Electrical apparatus and supplies.....	168.5	167.0	156.9	99.07	97.16	93.35
Heavy electrical machinery.....	122.7	123.5	117.9	104.99	103.04	100.17
Telecommunication equipment.....	288.9	288.4	276.9	94.46	94.08	89.98
Non-metallic mineral products.....	159.7	155.7	147.4	97.33	97.15	92.83
Clay products.....	92.0	90.2	83.9	86.90	86.97	84.34
Glass and glass products.....	187.2	181.2	171.7	91.65	92.96	90.26
Products of petroleum and coal.....	139.0	138.0	137.9	131.92	131.93	128.75
Petroleum refining and products.....	142.2	141.0	141.1	132.59	132.75	129.42
Chemical products.....	143.2	141.9	137.9	107.33	107.08	105.40
Medicinal and pharmaceutical preparations.....	133.3	132.2	127.9	96.81	97.03	92.98
Acids, alkalis and salts.....	162.3	161.4	154.5	119.41	119.08	119.91
Miscellaneous manufacturing industries.....	162.9	161.5	158.6	81.55	80.30	78.56
<b>Construction</b> .....	<b>119.9</b>	<b>116.0</b>	<b>107.7</b>	<b>100.06</b>	<b>98.88</b>	<b>88.65</b>
Building and general engineering.....	126.2	123.6	110.2	107.74	105.28	93.84
Highways, bridges and streets.....	109.4	103.5	103.5	85.41	86.22	79.52
<b>Electric and motor transportation</b> .....	<b>154.4</b>	<b>154.0</b>	<b>145.6</b>	<b>93.38</b>	<b>93.52</b>	<b>92.10</b>
<b>Service</b> .....	<b>190.0</b>	<b>187.9</b>	<b>172.4</b>	<b>63.65</b>	<b>63.90</b>	<b>60.67</b>
Hotels and restaurants.....	159.0	157.4	146.7	47.63	48.08	46.31
Laundries and dry cleaning plants.....	164.6	163.2	149.9	55.45	55.72	53.26
<b>Industrial composite</b> .....	<b>130.6</b>	<b>129.5</b>	<b>123.5</b>	<b>90.17</b>	<b>89.30</b>	<b>85.27</b>

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE**

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBSNOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	March 1965	Feb. 1965	March 1964	March 1965	Feb. 1965	March 1964
				\$	\$	\$
Newfoundland.....	40.3	40.7	42.4	1.82	1.80	1.80
Nova Scotia.....	41.6	40.7	40.8	1.85	1.83	1.80
New Brunswick.....	42.7	41.9	40.3	1.81	1.80	1.69
Quebec.....	42.0	41.7	41.2	1.86	1.85	1.80
Ontario.....	41.5	40.2	40.9	2.24	2.20	2.12
Manitoba.....	40.3	40.3	40.0	1.88	1.87	1.83
Saskatchewan.....	38.8	39.0	39.3	2.14	2.13	2.08
Alberta (includes Northwest Territories).....	40.0	40.5	39.8	2.11	2.10	2.06
British Columbia (includes Yukon Territory).....	38.1	38.7	38.2	2.58	2.57	2.43

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING**SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1964—March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.5
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February*.....	40.6	2.08	84.48	202.4	147.4
March†.....	41.3	2.11	87.15	208.8	151.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY**

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964	Mar. 1965	Feb. 1965	Mar. 1964
				\$	\$	\$	\$	\$	\$
<b>Mining.....</b>	<b>43.0</b>	<b>42.3</b>	<b>42.4</b>	<b>2.39</b>	<b>2.40</b>	<b>2.34</b>	<b>102.65</b>	<b>101.54</b>	<b>99.07</b>
Metal mining.....	42.7	42.1	42.2	2.46	2.46	2.39	104.75	103.50	100.60
Gold.....	43.2	41.4	43.2	1.92	1.96	1.85	82.74	81.04	79.92
Other metal.....	42.5	42.3	41.8	2.61	2.61	2.57	111.15	110.19	107.73
Fuels.....	44.3	42.4	43.5	2.30	2.32	2.31	101.99	98.33	100.30
Coal.....	43.4	39.9	41.0	1.95	1.94	1.92	84.37	77.14	78.59
Oil and natural gas.....	45.4	45.5	45.2	2.72	2.74	2.55	123.49	124.43	115.45
Non-metal.....	42.5	43.2	42.2	2.20	2.23	2.16	93.74	96.28	91.28
<b>Manufacturing.....</b>	<b>41.3</b>	<b>40.6</b>	<b>40.7</b>	<b>2.11</b>	<b>2.08</b>	<b>2.01</b>	<b>87.15</b>	<b>84.48</b>	<b>81.84</b>
Durable goods.....	42.2	41.0	41.2	2.30	2.26	2.17	96.75	92.57	89.26
Non-durable goods.....	40.5	40.2	40.3	1.90	1.89	1.85	77.03	76.16	74.49
Food and beverages.....	40.5	40.2	40.8	1.85	1.85	1.79	74.91	74.19	73.16
Meat products.....	40.1	39.2	41.0	2.09	2.09	2.03	83.83	81.86	82.96
Canned and preserved fruits and vegetables.....	39.6	39.0	40.1	1.62	1.62	1.55	64.30	63.08	62.05
Grain mill products.....	42.2	43.0	43.3	2.01	2.02	1.94	84.71	86.82	83.77
Bread and other bakery products.....	40.9	40.3	41.5	1.74	1.75	1.70	71.15	70.64	70.55
Distilled liquors.....	40.4	40.8	40.7	2.42	2.41	2.36	97.79	98.39	95.93
Malt liquors.....	39.5	39.3	39.4	2.60	2.59	2.56	102.63	102.02	101.01
Tobacco and tobacco products.....	36.6	37.8	37.1	2.19	1.98	2.00	80.10	74.90	74.31
Rubber products.....	41.8	41.8	41.3	2.11	2.10	2.03	88.11	88.01	83.79
Leather products.....	40.4	40.5	39.2	1.43	1.42	1.37	57.91	57.50	53.70
Boots and shoes (except rubber).....	40.4	40.5	38.8	1.40	1.38	1.34	56.44	56.22	51.83
Other leather products.....	40.6	40.4	40.2	1.50	1.49	1.43	60.77	60.03	57.63
Textile products (except clothing).....	41.7	41.2	42.1	1.61	1.60	1.52	66.98	65.65	64.07
Cotton yarn and broad woven goods.....	41.1	40.9	41.3	1.65	1.65	1.52	67.85	67.56	62.95
Woolen goods.....	43.0	42.0	42.0	1.47	1.46	1.40	63.00	61.29	58.67
Synthetic textiles and silk.....	41.5	40.4	43.3	1.71	1.69	1.66	71.07	68.17	71.90
Clothing (textile and fur).....	38.9	38.8	38.1	1.37	1.36	1.31	53.18	52.83	50.06
Men's clothing.....	39.0	38.9	38.4	1.35	1.34	1.30	52.50	52.16	49.93
Women's clothing.....	37.0	37.2	36.3	1.47	1.48	1.42	54.49	55.07	51.64
Knit goods.....	41.9	41.8	40.6	1.27	1.26	1.22	53.17	52.68	49.42
*Wood products.....	41.4	41.8	40.8	1.84	1.85	1.77	76.21	77.20	72.01
Saw and planing mills.....	40.6	41.4	40.3	1.97	1.98	1.89	79.90	81.92	76.14
Furniture.....	42.9	42.7	41.5	1.67	1.65	1.59	71.61	70.54	66.20
Other wood products.....	42.1	41.9	41.8	1.53	1.54	1.43	64.54	64.36	59.88
Paper products.....	41.5	41.3	41.4	2.40	2.40	2.34	99.63	99.22	97.15
Pulp and paper mills.....	41.5	41.6	41.7	2.59	2.59	2.53	107.47	107.63	105.28
Other paper products.....	41.4	40.7	40.8	1.94	1.92	1.86	80.24	78.11	75.89
Printing, publishing and allied industries.....	39.2	38.7	39.0	2.55	2.54	2.49	99.89	98.28	97.15
*Iron and steel products.....	42.0	41.3	41.4	2.40	2.37	2.30	101.08	97.74	95.05
Agricultural implements.....	41.9	41.0	43.0	2.61	2.52	2.48	109.10	103.29	106.49
Fabricated and structural steel.....	41.6	40.8	41.6	2.31	2.31	2.22	96.19	94.13	91.81
Hardware and tools.....	43.2	42.3	42.8	2.00	1.99	1.90	86.46	84.25	81.42
Heating and cooking appliances.....	40.2	39.3	41.1	2.02	2.01	1.97	81.11	79.14	80.94
Iron castings.....	43.2	42.1	41.5	2.36	2.29	2.20	101.82	96.44	91.46
Machinery, industrial.....	43.0	42.7	42.3	2.26	2.22	2.14	96.99	94.94	90.61
Primary iron and steel.....	41.1	40.9	40.0	2.81	2.76	2.72	115.30	112.73	108.84
Sheet metal products.....	41.4	40.2	40.9	2.32	2.26	2.19	96.17	90.83	89.43
Wire and wire products.....	43.0	41.2	42.3	2.29	2.29	2.24	98.38	94.43	95.02
*Transportation equipment.....	43.4	40.2	41.4	2.58	2.51	2.34	112.05	100.81	96.73
Aircraft and parts.....	41.6	40.4	41.1	2.39	2.37	2.28	99.69	96.01	93.62
Motor vehicles.....	47.1	39.8	42.4	2.93	2.84	2.62	138.14	112.79	111.10
Motor vehicle parts and accessories.....	43.6	41.4	41.1	2.55	2.51	2.26	111.38	104.13	92.94
Railroad and rolling stock equipment.....	40.2	39.7	40.7	2.35	2.35	2.20	94.60	93.41	89.43
Shipbuilding and repairing.....	41.3	39.3	40.9	2.42	2.38	2.19	99.86	93.65	89.57
*Non-ferrous metal products.....	41.2	40.8	40.9	2.33	2.33	2.32	95.73	94.90	94.84
Aluminum products.....	41.6	40.3	41.3	2.10	2.09	2.07	87.26	84.29	85.43
Brass and copper products.....	42.3	41.1	42.1	2.21	2.20	2.18	93.26	90.14	91.93
Smelting and refining.....	40.6	40.7	40.4	2.60	2.60	2.61	105.57	105.79	105.63
*Electrical apparatus and supplies.....	41.5	40.4	40.6	2.08	2.08	1.99	86.29	83.88	80.63
Heavy electrical machinery and equipment.....	41.4	40.6	40.9	2.31	2.29	2.21	95.54	92.94	90.40
Telecommunication equipment.....	39.8	39.1	39.8	1.88	1.88	1.76	74.67	73.62	70.14
*Non-metallic mineral products.....	42.5	42.2	42.1	2.14	2.16	2.05	91.18	91.00	86.16
Clay products.....	41.1	41.4	42.2	1.95	1.92	1.85	80.14	79.47	78.08
Glass and glass products.....	40.3	40.8	41.2	2.14	2.16	2.06	86.39	87.87	84.94
Products of petroleum and coal.....	41.1	41.3	40.7	2.84	2.83	2.81	116.76	116.58	114.55
Petroleum refining and products.....	41.1	41.3	40.7	2.86	2.85	2.83	117.67	117.76	115.32
Chemical products.....	40.8	40.5	41.3	2.28	2.27	2.27	92.99	92.12	93.57
Medicinal and pharmaceutical preparations.....	39.6	39.5	39.7	1.81	1.80	1.74	71.57	71.03	69.06
Acids, alkalis and salts.....	40.4	40.2	41.2	2.63	2.64	2.66	106.30	105.92	109.55
Miscellaneous manufacturing industries.....	41.5	40.9	41.0	1.69	1.68	1.67	70.22	68.72	68.39
<b>Construction.....</b>	<b>40.6</b>	<b>40.2</b>	<b>37.5</b>	<b>2.41</b>	<b>2.39</b>	<b>2.24</b>	<b>97.81</b>	<b>95.94</b>	<b>84.05</b>
Building and general engineering.....	40.6	39.6	36.6	2.59	2.58	2.43	105.22	102.23	88.82
Highways, bridges and streets.....	40.6	41.7	39.5	1.96	1.93	1.86	79.67	80.67	73.42
<b>Electric and motor transportation.....</b>	<b>44.0</b>	<b>44.0</b>	<b>44.3</b>	<b>2.11</b>	<b>2.11</b>	<b>2.09</b>	<b>92.83</b>	<b>92.85</b>	<b>92.63</b>
<b>Service.....</b>	<b>36.2</b>	<b>36.6</b>	<b>37.1</b>	<b>1.26</b>	<b>1.26</b>	<b>1.19</b>	<b>45.69</b>	<b>46.13</b>	<b>44.06</b>
Hotels and restaurants.....	35.7	36.1	36.4	1.21	1.21	1.16	43.22	43.80	42.21
Laundries and dry cleaning plants.....	39.2	39.0	40.5	1.20	1.18	1.12	46.90	46.04	45.47

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February 1965 issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND**

SOURCE: National Employment Service, Department of Labour

Period	Unfilled Vacancies*			Registrations on hand		
	Male	Female	Total	Male	Female	Total
End of:						
June 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
June 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	113,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965 <sup>(1)</sup> .....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965 <sup>(1)</sup> .....	36,285	24,739	61,024	238,646	144,684	383,330

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, MAY 1964—MAY 1965**

SOURCE: National Employment Service, Department of Labour

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—May.....	207,806	88,218	95,076	44,484	78,405	31,264
1964—June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May [1].....	191,819	86,629	103,280	47,189	81,804	32,057

<sup>1)</sup> Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING MAY 1965<sup>(1)</sup>**

SOURCE: National Employment Service, Department of Labour

Industry Group	Male	Female	Total	Change from May 1964
<b>Agriculture, Fishing, Trapping</b> .....	<b>3,985</b>	<b>763</b>	<b>4,748</b>	<b>— 1,391</b>
<b>Forestry</b> .....	<b>5,736</b>	<b>95</b>	<b>5,831</b>	<b>— 772</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,195</b>	<b>63</b>	<b>1,258</b>	<b>+ 75</b>
Metal Mining .....	693	13	706	+ 81
Fuels .....	211	27	238	+ 65
Non-Metal Mining .....	83	2	85	— 103
Quarrying, Clay and Sand Pits .....	109	4	113	+ 43
Prospecting .....	99	17	116	— 11
<b>Manufacturing</b> .....	<b>19,888</b>	<b>8,959</b>	<b>28,847</b>	<b>+ 2,675</b>
Foods and Beverages .....	2,744	2,838	5,582	+ 223
Tobacco and Tobacco Products .....	37	22	59	— 70
Rubber Products .....	184	111	295	+ 61
Leather Products .....	324	236	560	— 28
Textile Products (except clothing) .....	706	421	1,127	+ 36
Clothing (textile and fur) .....	581	1,683	2,264	+ 83
Wood Products .....	2,682	267	2,949	+ 174
Paper Products .....	1,283	326	1,609	+ 305
Printing, Publishing and Allied Industries .....	1,029	564	1,593	+ 505
Iron and Steel Products .....	3,693	465	4,158	+ 541
Transportation Equipment .....	2,414	284	2,698	— 143
Non-Ferrous Metal Products .....	755	189	944	+ 123
Electrical Apparatus and Supplies .....	680	548	1,228	+ 90
Non-Metallic Mineral Products .....	1,004	96	1,100	+ 237
Products of Petroleum and Coal .....	117	13	130	+ 8
Chemical Products .....	942	354	1,296	+ 402
Miscellaneous Manufacturing Industries .....	713	542	1,255	+ 128
<b>Construction</b> .....	<b>15,480</b>	<b>226</b>	<b>15,706</b>	<b>+ 2,593</b>
General Contractors .....	10,523	128	10,651	+ 1,907
Special Trade Contractors .....	4,957	98	5,055	+ 686
<b>Transportation, Storage and Communication</b> .....	<b>6,732</b>	<b>458</b>	<b>7,190</b>	<b>+ 51</b>
Transportation .....	6,059	267	6,326	+ 13
Storage .....	538	52	590	+ 20
Communication .....	135	139	274	+ 18
<b>Public Utility Operation</b> .....	<b>519</b>	<b>51</b>	<b>570</b>	<b>+ 30</b>
<b>Trade</b> .....	<b>10,853</b>	<b>5,076</b>	<b>15,929</b>	<b>+ 465</b>
Wholesale .....	4,713	1,293	6,006	+ 127
Retail .....	6,140	3,783	9,923	+ 338
<b>Finance, Insurance and Real Estate</b> .....	<b>632</b>	<b>1,223</b>	<b>1,855</b>	<b>+ 125</b>
<b>Service</b> .....	<b>16,784</b>	<b>15,143</b>	<b>31,927</b>	<b>+ 341</b>
Community or Public Service .....	1,233	1,627	2,860	+ 662
Government Service .....	6,240	1,322	7,562	— 320
Recreation Service .....	656	251	907	— 266
Business Service .....	1,662	634	2,296	+ 422
Personal Service .....	6,993	11,309	18,302	— 157
<b>Grand Total</b> .....	<b>81,804</b>	<b>32,057</b>	<b>113,861</b>	<b>+ 4,192</b>

<sup>(1)</sup> Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,  
AS AT MAY 31, 1965<sup>1</sup>**

Source: National Employment Service, Department of Labour

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers.....	8,241	2,329	10,570
Clerical Workers.....	17,700	42,257	59,957
Sales Workers.....	7,022	15,271	22,293
Personal & Domestic Service Workers.....	33,805	22,476	56,281
Seamen.....	1,241	25	1,266
Agriculture, Fishing, Forestry (Ex. log.).....	5,089	748	5,837
Skilled and Semi-skilled Workers.....	114,452	16,550	131,002
Food and kindred products (incl. tobacco).....	930	482	1,412
Textiles, clothing, etc.....	2,392	10,261	12,653
Lumber and lumber products.....	18,798	122	18,920
Pulp, paper (incl. printing).....	1,164	482	1,646
Leather and leather products.....	883	994	1,877
Stone, clay & glass products.....	232	30	262
Metalworking.....	8,024	823	8,847
Electrical.....	1,592	866	2,458
Transportation equipment.....	396	45	441
Mining.....	1,209	—	1,209
Construction.....	26,580	10	26,590
Transportation (except seamen).....	23,541	98	23,639
Communications & public utility.....	498	1	499
Trade and service.....	3,734	1,311	5,045
Other skilled and semi-skilled.....	16,463	743	17,206
Foremen.....	2,631	273	2,904
Apprentices.....	5,385	9	5,394
Unskilled Workers.....	89,666	24,467	114,133
Food and tobacco.....	3,017	6,205	9,222
Lumber & lumber products.....	11,411	446	11,857
Metalworking.....	2,828	557	3,385
Construction.....	46,218	2	46,220
Other unskilled workers.....	26,192	17,257	43,449
GRAND TOTAL.....	277,216	124,123	401,339

<sup>(1)</sup>Preliminary - subject to revision.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT MAY 31, 1965**

SOURCE: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) May 31, 1965	Previous Year May 29, 1964		(1) May 31, 1965	Previous Year May 29, 1964
<b>Newfoundland.....</b>	<b>17,683</b>	<b>18,690</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	3,102	3,503	Sherbrooke.....	4,385	3,425
Grand Falls.....	1,813	2,214	Sorel.....	1,764	1,514
St. John's.....	12,768	12,973	Thetford Mines.....	1,497	1,431
<b>Prince Edward Island.....</b>	<b>2,367</b>	<b>2,413</b>	Trois-Rivières.....	2,998	3,523
Charlottetown.....	1,645	1,566	Val-d'Or.....	1,462	1,762
Summerside.....	722	847	Valleyfield.....	1,905	1,372
<b>Nova Scotia.....</b>	<b>17,928</b>	<b>22,549</b>	Victoriaville.....	1,420	1,372
Amherst.....	664	681	Ville St. Georges.....	3,133	3,319
Bridgewater.....	732	793	<b>Ontario.....</b>	<b>112,845</b>	<b>119,839</b>
Halifax.....	4,993	6,216	Amprior.....	246	249
Inverness.....	607	721	Barrie.....	850	964
Kentville.....	1,648	2,125	Belleville.....	1,443	1,363
Liverpool.....	342	331	Bracebridge.....	483	618
New Glasgow.....	1,777	2,051	Brampton.....	939	824
Springhill.....	459	777	Brantford.....	1,533	1,413
Sydney.....	3,317	4,790	Brockville.....	192	478
Sydney Mines.....	1,098	1,109	Carleton Place.....	215	170
Truro.....	1,018	1,302	Chatham.....	1,074	1,394
Yarmouth.....	1,273	1,653	Cobourg.....	471	527
<b>New Brunswick.....</b>	<b>14,723</b>	<b>19,897</b>	Collingwood.....	479	389
Bathurst.....	1,358	3,244	Cornwall.....	1,694	1,781
Campbellton.....	1,492	1,740	Elliot Lake.....	297	315
Edmundston.....	1,452	1,632	Fort Erie.....	206	327
Fredericton.....	1,117	1,605	Fort Frances.....	477	458
Minto.....	289	284	Fort William.....	1,450	1,454
Moncton <sup>(2)</sup> .....	2,798	4,410	Galt.....	929	717
Newcastle.....	1,425	1,734	Gananoque.....	125	145
Saint John.....	3,196	3,088	Goderich.....	215	281
St. Stephen.....	909	1,291	Guelph.....	816	898
Sussex.....	262	311	Hamilton.....	8,899	9,649
Woodstock.....	425	558	Hawkesbury.....	528	723
<b>Quebec.....</b>	<b>134,778</b>	<b>147,286</b>	Kapuskasung.....	1,000	1,110
Alma.....	2,137	2,098	Kenora.....	970	575
Asbestos.....	508	581	Kingston.....	1,686	1,588
Baie Comeau.....	817	790	Kirkland Lake.....	672	529
Beauharnois.....	953	1,235	Kitchener.....	1,586	1,920
Buckingham.....	927	973	Leamington.....	378	442
Causapscal.....	2,162	2,257	Lindsay.....	362	514
Chandler.....	1,727	1,390	Listowel.....	105	164
Chicoutimi.....	1,951	2,176	London.....	3,433	3,263
Cowansville.....	292	397	Long Branch.....	2,725	2,498
Dolbeau.....	2,116	1,761	Midland.....	308	320
Drummondville.....	1,532	1,655	Napanea.....	280	301
Farnham.....	314	393	New Liskeard.....	226	301
Forestville.....	734	1,070	Newmarket.....	611	838
Gaspé.....	1,294	1,539	Niagara Falls.....	933	1,366
Granby.....	1,603	1,790	North Bay.....	896	1,088
Hull.....	2,298	2,384	Oakville.....	961	548
Joliette.....	2,624	3,020	Orillia.....	463	407
Jonquière.....	2,766	2,737	Oshawa.....	2,475	3,900
Lachute.....	433	567	Ottawa.....	5,060	4,954
Lac-Mégantic.....	1,056	1,068	Owen Sound.....	711	758
La Malbaie.....	1,757	1,904	Parry Sound.....	141	296
La Tuque.....	904	824	Pembroke.....	1,085	1,103
Lévis.....	2,835	2,772	Perth.....	248	420
Louiseville.....	872	812	Peterborough.....	1,990	2,056
Magog.....	682	476	Picton.....	194	187
Maniwaki.....	954	811	Port Arthur.....	2,619	2,653
Matane.....	1,769	1,480	Port Colborne.....	445	435
Mont-Laurier.....	807	808	Prescott.....	392	541
Montmagny.....	1,153	1,792	Renfrew.....	310	409
Montréal.....	39,170	47,237	St. Catharines.....	2,662	2,840
New Richmond.....	1,046	2,053	St. Thomas.....	489	519
Port Alfred.....	1,021	1,022	Sarnia.....	1,582	1,907
Quebec.....	10,202	12,282	Sault Ste. Marie.....	2,150	2,188
Rimouski.....	3,136	3,145	Simcoe.....	626	673
Rivière-du-Loup.....	3,552	3,836	Smiths Falls.....	328	360
Roberval.....	1,783	1,798	Stratford.....	264	353
Rouyn.....	3,462	3,704	Sturgeon Falls.....	242	568
Ste. Agathe des Monts.....	655	589	Sudbury.....	2,672	3,312
Ste. Anne de Bellevue.....	719	780	Tilsonburg.....	264	264
Ste. Thérèse.....	1,657	1,691	Timmins.....	1,354	1,525
St. Hyacinthe.....	1,539	1,284	Toronto.....	34,554	34,494
St. Jean.....	1,667	1,683	Trenton.....	660	529
St. Jérôme.....	1,166	1,413	Walkerton.....	273	405
Sept-Îles.....	1,508	1,505	Wallaceburg.....	274	277
Shawinigan.....	3,954	3,986	Welland.....	1,540	1,543
			Weston.....	2,103	2,147
			Windsor.....	3,711	4,795
			Woodstock.....	271	489

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT MAY 31, 1965**

SOURCE: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) May 31, 1965	Previous Year May 29, 1964		(1) May 31, 1965	Previous Year May 29, 1964
<b>Manitoba</b> .....	<b>18,379</b>	<b>24,292</b>	<b>British Columbia</b> .....	<b>49,088</b>	<b>51,644</b>
Brandon.....	1,079	1,636	Chilliwack.....	873	1,259
Dauphin.....	768	1,204	Courtenay.....	532	642
Flin Flon.....	157	166	Cranbrook.....	683	766
Portage la Prairie.....	795	863	Dawson Creek.....	1,281	1,439
The Pas.....	322	478	Duncan.....	412	353
Winnipeg.....	15,258	19,945	Kamloops.....	1,514	1,790
<b>Saskatchewan</b> .....	<b>10,665</b>	<b>11,318</b>	Kelowna.....	1,683	1,385
Estevan.....	118	159	Mission City.....	499	821
Lloydminster.....	125	164	Nanaimo.....	547	702
Moose Jaw.....	804	739	Nelson.....	731	869
North Battleford.....	788	686	New Westminster.....	6,434	6,904
Prince Albert.....	1,277	1,566	Penticton.....	1,787	1,458
Regina.....	3,105	3,490	Port Alberni.....	446	462
Saskatoon.....	2,765	2,757	Prince George.....	2,020	2,561
Swift Current.....	434	318	Prince Rupert.....	1,257	1,493
Weyburn.....	154	116	Quesnel.....	1,069	1,187
Yorkton.....	1,095	1,323	Trail.....	696	639
<b>Alberta</b> .....	<b>22,883</b>	<b>27,849</b>	Vancouver.....	21,843	22,062
Blairmore.....	453	567	Vernon.....	1,671	1,241
Calgary.....	6,698	8,309	Victoria.....	2,767	3,208
Drumheller.....	305	395	Whitehorse.....	343	403
Edmonton.....	10,299	13,106	<b>CANADA</b> .....	<b>401,339</b>	<b>445,777</b>
Edson.....	278	304			
Grande Prairie.....	1,257	1,346	Males.....	277,216	319,268
Lethbridge.....	1,703	1,751			
Medicine Hat.....	727	776	Females.....	124,123	126,509
Red Deer.....	1,163	1,295			

(1) Preliminary.

(2) Includes 101 registrations reported by the Îles-de-la-Madeleine, Que. local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592, June issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—March.....	4,513,000	3,974,000	539,000
February.....	4,499,000	3,939,800	559,200
January.....	4,487,000	3,939,200	547,800
1964—December.....	4,475,000	3,996,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, APRIL 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,973	4,337	637	5,337	4,566	771	1,720
Prince Edward Island.....	963	817	146	1,075	980	95	277
Nova Scotia.....	6,917	5,107	1,810	7,703	6,655	1,048	1,552
New Brunswick.....	8,638	6,489	2,149	8,819	7,731	1,088	2,336
Quebec.....	51,028	36,785	14,243	57,868	48,321	9,547	16,450
Ontario.....	42,295	31,087	11,208	47,192	37,149	10,043	12,851
Manitoba.....	6,539	5,146	1,393	6,941	5,778	1,163	1,772
Saskatchewan.....	4,268	3,491	777	4,445	3,713	732	1,299
Alberta.....	9,252	7,094	2,158	9,586	7,601	1,985	3,350
British Columbia (including Yukon Territory).....	15,962	10,979	4,983	15,645	12,204	3,441	5,532
Total, Canada, April 1965.....	150,836	111,332	39,504	164,611	134,698	29,913	47,139
Total, Canada, March 1965.....	183,166	135,353	47,813	180,583	149,015	31,568	60,914
Total, Canada, April 1964.....	175,430	127,282	48,148	197,150	164,891	32,259	43,627

\*In addition, revised claims received numbered 34,751.

†In addition, 36,390 revised claims were disposed of. Of these, 3,249 were special requests not granted and 1,982 appeals by claimants. There were 8,710 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
APRIL 30, 1965**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	March 31, 1965	April 30, 1964
CANADA.....	462,929	130,773	150,286	146,322	35,548	538,978	497,745
Male.....	345,050	101,283	114,302	109,989	19,567	413,131	380,643
Female.....	117,879	29,490	35,984	36,424	15,981	125,847	117,102
Newfoundland.....	24,208	5,001	7,878	10,393	936	31,825	27,229
Male.....	22,414	4,607	7,397	9,941	469	29,952	25,120
Female.....	1,794	394	481	452	467	1,873	2,109
Prince Edward Island.....	4,573	577	980	2,848	168	6,402	4,624
Male.....	3,713	460	799	2,350	104	5,223	3,863
Female.....	860	117	181	498	64	1,179	761
Nova Scotia.....	27,180	5,802	8,529	11,053	1,796	33,606	32,109
Male.....	22,368	4,951	6,782	9,418	1,217	28,048	27,105
Female.....	4,812	851	1,747	1,635	579	5,558	5,004
New Brunswick.....	29,916	6,583	9,061	12,552	1,720	34,143	32,197
Male.....	25,013	5,804	7,803	10,482	924	28,337	27,073
Female.....	4,903	779	1,258	2,070	796	5,806	5,124
Quebec.....	154,516	44,517	57,460	41,719	10,820	178,791	158,861
Male.....	123,541	36,305	48,325	32,822	6,089	146,304	126,956
Female.....	30,975	8,212	9,135	8,897	4,731	32,487	31,905
Ontario.....	119,340	36,729	35,335	34,955	12,321	134,385	129,831
Male.....	74,783	24,609	21,956	21,533	6,685	88,012	87,131
Female.....	44,557	12,120	13,379	13,422	5,636	46,373	42,700
Manitoba.....	21,649	5,060	7,095	8,039	1,455	26,512	23,533
Male.....	15,872	3,783	5,011	6,275	803	20,516	18,226
Female.....	5,777	1,277	2,084	1,764	652	5,996	5,307
Saskatchewan.....	14,939	3,368	4,270	6,212	1,089	18,779	14,178
Male.....	11,334	2,725	3,165	4,904	540	14,662	10,884
Female.....	3,605	643	1,105	1,308	549	4,117	3,294
Alberta.....	25,098	8,668	7,212	7,322	1,896	27,185	29,502
Male.....	18,895	7,213	5,398	5,277	1,007	20,495	23,428
Female.....	6,203	1,455	1,814	2,045	889	6,690	6,074
British Columbia.....	41,510	14,468	12,466	11,229	3,347	47,350	45,681
Male.....	27,117	10,826	7,666	6,896	1,729	31,582	30,857
Female.....	14,393	3,642	4,800	4,333	1,618	15,768	14,824

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, APRIL 1965**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	95,370	2,421,764
Prince Edward Island.....	18,393	421,662
Nova Scotia.....	89,966	2,034,905
New Brunswick.....	97,232	2,291,334
Quebec.....	603,923	15,422,415
Ontario.....	462,693	11,317,108
Manitoba.....	82,145	2,058,021
Saskatchewan.....	62,144	1,541,441
Alberta.....	88,781	2,248,786
British Columbia (including Yukon Territory).....	140,559	3,551,428
Total, Canada, April 1965.....	1,741,206	43,308,864
Total, Canada, March 1965.....	2,235,905	55,589,404
Total, Canada, April 1964.....	2,132,051	52,582,772

\* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recre- ation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF MAY 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Trans- portation	Health and personal care	Recrea- tion and reading	Tobacco and alcohol
	May 1964	April 1965	May 1965							
St. John's, Nfld. <sup>(1)</sup> .....	121.0	122.7	122.8	119.1	116.3	116.7	121.2	165.4	149.6	115.9
Halifax.....	131.8	133.5	133.9	129.8	134.3	131.2	138.8	169.6	171.9	125.9
Saint John.....	134.4	136.1	136.4	134.0	134.0	129.0	145.3	191.9	156.5	125.7
Montreal.....	134.3	136.8	137.4	139.2	136.0	113.1	166.8	183.0	157.1	127.1
Ottawa.....	135.5	137.3	137.7	135.4	137.4	125.1	158.7	182.5	150.9	126.7
Toronto.....	136.4	138.9	139.4	132.8	141.7	127.8	144.8	174.1	192.8	123.9
Winnipeg.....	132.1	134.8	135.2	134.2	130.1	126.7	138.3	188.8	143.1	138.3
Saskatoon-Regina.....	129.3	131.1	131.9	132.1	128.8	133.5	137.2	150.5	149.9	124.4
Edmonton-Calgary.....	127.8	128.9	129.7	126.4	127.5	129.4	132.4	173.7	145.4	120.6
Vancouver.....	132.7	134.5	134.5	133.2	134.8	124.1	147.3	157.0	150.7	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup> St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964: May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, MAY 1965, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	4	1,544	8,710
Manufacturing.....	32	12,962	125,360
Construction.....	6	1,368	6,920
Transpn. & utilities.....	2	790	11,480
Trade.....	8	193	1,730
Finance.....			
Service.....	4	161	1,290
Public administration.....			
All industries.....	56	17,018	155,490

**TABLE G-3—STRIKES AND LOCKOUTS, MAY 1965, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	1,200	7,200
New Brunswick.....	1	65	780
Quebec.....	10	4,632	72,440
Ontario.....	29	8,789	62,730
Manitoba.....	2	733	1,450
Saskatchewan.....			
Alberta.....	1	35	450
British Columbia.....	11	1,044	3,010
Federal.....	1	520	7,430
All jurisdictions.....	56	17,018	155,490

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
MAY 1965**

Preliminary

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accu- mulated		
MINES						
<i>Metal</i> Quebec Iron & Titanium, Havre Saint-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	190	1,330	1,330	May 10 May 19	New policy in security department ~ Acceptance of new policy when amended.
Dominion Coal No. 26 Colliery, Glace Bay, N.S.	Mineworkers Loc. 4529 (Ind.)	1,200	7,200	7,200	May 17 May 25	Removal of extra man for duration of poor roof conditions~Return of workers pending negotiations.
MANUFACTURING						
<i>Food and Beverages</i> Hiram Walker & Sons, Windsor, Ont.	Brewery Workers Loc. 61 (AFL-CIO/CLC)	430	7,310	7,310	May 6 .....	Wages, statutory holidays, vacations, medical services ~
<i>Rubber</i> Firestone Tire & Rubber, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	1,275	2,550	2,550	May 6 May 10	Wages, hours, increased pensions and group insurance benefits~Return of workers when settlement reached.
<i>Clothing</i> Fur Manufacturers' Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)	731	370	370	May 27 May 27	Wages, contracting out~Return of workers.
Associated Fur Industries, Toronto, Ont.	Butcher Workmen Loc. 82 (AFL-CIO/CLC)	780	780	780	May 27 May 28	Wages, hours ~ Return of workers.
<i>Wood</i> B.C. Forest Products, Victoria, B.C.	Woodworkers Loc. 1-118 (AFL-CIO/CLC)	851	1,700	1,700	May 9 May 12	Withdrawal of first aid attendant on midnight shift~Return of workers pending referral to the grievance committee.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	769	16,080	87,240	July 9 .....	Working conditions as affected by computers, job security, union membership of foremen~
<i>Primary Metal</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	22,000	32,200	Apr. 20 .....	Wages, vacations, statutory holidays~
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	700	1,400	1,400	May 10 May 12	Interpretation of incentive clause in existing agreement ~Return of workers.
<i>Machinery</i> International Harvester, Hamilton, Ont.	Steelworkers Loc. 2868 (AFL-CIO/CLC)	2,100	700	700	May 14 May 17	Dissatisfied with delay in contract negotiations~Return of workers.
<i>Transportation Equipment</i> Canadair, Montreal, Que.	Machinists Loc. 712 (AFL-CIO/CLC)	3,200	12,800	118,400	Apr. 12 .....	Wages, union security, short-term contract~
Long Manufacturing, Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	301	1,200	1,200	May 19 May 26	Piece-work rates in new contract~ Return of workers negotiating committee to meet to discuss problem.
<i>Electrical Products</i> Federal Wire and Cable, Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	273	1,230	1,230	May 17 May 25	Wages ~ Wage increases amounting to 25¢ over a 3-yr. period.
CONSTRUCTION						
Sarnia Contractors' Association, Sarnia, Ont.	Plumbers Loc. 663 (AFL-CIO/CLC)	1,200	6,000	6,000	May 21 May 31	Wages, term of contract~15¢ an hr. increase immediately, 25¢ May 1, 1966, 20¢ May 1, 1967, 3-yr. contract; increased vacation pay.
TRANSPN. & UTILITIES						
<i>Transportation</i> Nfld. Employers' Association St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	520	7,430	80,380	Oct. 26 May 21	Union refusal to accept terms of Industrial Enquiry Commission~4¢ an hr. increase, improved overtime rates in a 3-year agreement.
<i>Power, Gas and Water</i> Quebec Hydro, Various locations, Que.	Engineers' Syndicate (CNTU)	270	4,050	4,050	May 10 .....	Classes of engineers to be included in bargaining unit~

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND OCCUPATION DURING THE FIRST QUARTER OF 1965**

(Preliminary)

Occupation	Agriculture	Forestry	Fishing <sup>(1)</sup>	Mining <sup>(2)</sup>	Manufacturing	Construction	Transportation <sup>(3)</sup>	Trade	Finance <sup>(4)</sup>	Service <sup>(5)</sup>	Public Administration <sup>(6)</sup>	Total	Per Cent of Total
Managerial.....				1	3	2	1				1	8	3.0
Professional and Technical.....				2	1		1				5	9	3.4
Clerical.....							1				1	2	0.7
Sales.....					2			4	1			7	2.6
Service and recreation.....							3		1		4	24	9.0
Transport and communication.....		6	7	2	3	1	20			1		40	14.9
Farmers and farm workers.....	4											4	1.5
Loggers and related workers.....		17										17	6.3
Fishermen, trappers and hunters.....			7									7	2.6
Miners, quarrymen and related workers.....				43	2							45	16.8
Craftsmen, production process and related workers.....		2		13	32	24	15	3			1	90	33.6
Labourers and unskilled workers (not agricultural, fishing, logging, or mining).....					4	6	2	2		1		15	5.6
Total.....	4	25	14	61	47	33	43	9	2	6	24	268*	100.0
Per Cent of Total	1.5	9.3	5.2	22.8	17.5	12.3	16.1	3.4	0.7	2.2	9.0	100.0	

<sup>(1)</sup>Includes trapping and hunting.    <sup>(2)</sup>Includes quarrying and oil wells.    <sup>(3)</sup>Includes storage, communication, electric power, gas and water utilities.    <sup>(4)</sup>Includes insurance and real estate.    <sup>(5)</sup>Includes community, business and personal service.    <sup>(6)</sup>Includes defence.

\*Of this total, 202 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 66 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, DURING THE FIRST QUARTER OF 1965\***

(Preliminary)

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total
Striking against or stepping on objects												
Struck by:												
(a) tools, machinery, cranes, etc.....		1		2	1		3					4
(b) moving vehicles.....						2				1		6
(c) other objects.....		21		34	5	8	4					72
Caught in, on or between machinery, vehicles, etc.....	2	3		4	5	5		1				20
Collisions, derailments, wrecks, etc.....			1	1	4	4	17	4		1	22	54
Falls and slips:												
(a) on same level.....					3					1	1	5
(b) to different levels.....	1		11	3	8	9	7	1	1			41
Conflagrations, temperature extremes and explosions.....				7	7	1	2	2			1	20
Inhalation, absorptions, asphyxiation and industrial diseases.....			2	9	12		2					25
Electric current.....				1	1	2	3					7
Over-exertion.....					1	1	4		1			7
Miscellaneous accidents.....	1					1	1	1		3		7
Total.....	4	25	14	61	47	33	43	9	2	6	24	268

\*See footnote to Table H-1.



2



CANADA

THE

# LABOUR GAZETTE

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(Continued on page three of cover)

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## Winter Works Programs Continuing

*Minister announces that Winter Works Incentive Program and Winter House-Building Incentive Program will be continued during winter of 1965-66 to avoid seasonal employment drop*

The Municipal Winter Works Incentive Program and the Winter House-Building Incentive Program will both be continued during the coming winter, the Minister of Labour announced last month.

The Minister stated that he had sent telegrams to the provincial Premiers informing them of the Government's decision to continue the Municipal Winter Works Incentive Program so that municipalities may plan projects for next winter well in advance.

Under this program the federal Government contributes 50 per cent of the direct payroll costs of municipal public works projects carried out during the winter. In certain designated areas, the federal Government's contribution is 60 per cent of direct payroll costs.

The Minister said that the Municipal Winter Works Incentive Program of last winter had provided more employment than the programs of any previous year.

An estimated eight million man-days of work were provided for 166,674 men hired during the Program. This was an increase in the man-days of 15 per cent over the previous winter.

The estimated direct payroll cost of projects approved under last winter's Program was \$114 million, of which the estimated federal contribution is \$61 million.

A total of 2,581 municipalities carried out projects under the program. There were 6,445 applications received, with 6,318 being accepted.

Quebec had the greatest number of projects, with 2,475 applications being accepted that produced 4,917,350 man-days of work for 105,002 men.

Ontario came next with 1,125 accepted applications that produced 1,124,562 man-days of work for 17,857 men.

Although Alberta had only 650 applications accepted as against 914 for Saskatchewan, the projects produced 433,936 man-days of work, compared with 378,956 for Saskatchewan.

The number of men hired in Alberta for the work was 10,334, compared with 13,892 in Saskatchewan. The estimated cost of the Alberta projects was \$22,040,000 and of the Saskatchewan projects, \$15,384,000.

In commenting on the Winter House-Building Incentive Program, the Minister said

that 33,500 units had qualified for the federal incentive of \$500, which is paid to the first purchaser of a winter-built house. This is an increase of 5,500 dwelling units from the previous winter.

Under last winter's program, 33,913 applications were received for 39,862 units. Of these, 299 were cancelled, 707 rejected on first inspection, and 5,328 rejected on final inspection because they did not meet the conditions of the Program.

A total of 28,455 applications was approved, covering 33,528 units valued at \$443,650,551.

Single-dwelling units headed the list of the various types of construction. They numbered 24,570; with duplex units next at 3,131; triplex units, 320; and quadruplex units at 434.

Of the total construction, 19,840 units were built for sale; 7,643 for occupancy; and 972 for rental purposes. Financing of 18,485 units was through the National Housing Act, while 9,970 were financed by other means.

The largest number of applications came from Quebec, with Ontario in second place. There were 11,464 applications from Quebec for 15,098 units, while 10,233 applications were received from Ontario for 11,532 units.

In Quebec, 139 cancellations were received, 261 were rejected at first inspection and 1,329 units on final inspection, and 13,369 units were approved on final inspection.

Unit cancellations in Ontario numbered 73. In addition, 183 were rejected at first inspection and 1,634 rejected on final inspection, and 9,642 were approved on final inspection.

Both of these Programs, the Minister said, had been effective in stabilizing employment in the construction industry over the year by shifting much construction from the summer to the winter months.

It is, he added, all the more important that projects be shifted to the winter wherever this can be done, in view of the strong demand for construction workers in many areas across Canada in the summer.

The next program will be in effect from November 15, 1965 to April 15, 1966.

The conditions of eligibility for the winter house-building incentive were given in the LABOUR GAZETTE for October 1963, page 862.

The number of jobs created by new construction expenditures in the U.S. is noted in the LABOUR GAZETTE for May, p. 397.

## 50 Years Ago This Month

*Unemployment of young people after leaving school object of concern to Ontario Commission on Unemployment. Difficulties experienced by older men seeking employment also dealt with*

The unemployment of young people in the period immediately after leaving school was the object of concern in an interim report of the Ontario Commission on Unemployment, published in the *LABOUR GAZETTE* of August 1915. The Commission also dealt with the difficulties experienced by older men seeking employment.

The most effective method recommended by the Commission for dealing with general unemployment was establishment of a "provincial system of employment offices." It said that "ultimately, perhaps," such a system might develop into "a federal system covering the whole country, exercising an intelligent judgment upon problems of immigration, and wisely assisting to distribute labour as changing industrial conditions demand. Moreover, wisely officered, such an organization might gradually take on new duties and obligations and become an invaluable social, benevolent and educational influence in every community."

The report advised that provincial employment offices be set up first in seven specified urban centres and later in other important industrial centres.

The Commission considered also the question of unemployment insurance. It said that its inquiries had led to the conclusion that "the extent of industrial unemployment (in Ontario) during 1914 equalled the full working time of at least 20,000 persons." This number was not continuously out of work, the report explained, but "it would appear that the average period of unemployment (1914) for not less than 70,000 industrial operatives was about 15 weeks.

"Working men engaged in strictly season[al] employment are not included in these figures. The number of these is not available, but is known to be large. Their period of unemployment in 1914 is indicated by returns from the building trades, secured by the Ontario Bureau of Labour, in which the average number of 'days idle' is estimated at 83. While in these trades a considerable period of idleness is, to some extent, provided for in the rate of wages, this is not generally the case in the manufacturing occupations in the province."

To meet these conditions, the Commission said that some form of unemployment insurance was desirable. It had considered the method of compulsory government insurance that was in effect in Great Britain; but it said

that such a system would not be possible in Ontario for some years because "there are no reliable statistics upon which to calculate the risks of unemployment." In England, such statistics had been furnished by labour unions from records going back for 60 years.

The Commission recommended that the Ontario Government establish a system of financial assistance similar to those provided in France and Denmark, to help "those voluntary associations of workmen which undertake to provide unemployment benefits for their members." The Commission suggested that the Government should give assistance equal to 20 per cent of the sums paid out by such associations in unemployment benefits.

The report also recommended "that the collection of statistics relating to the causes and risks of unemployment be entrusted to the Department of Labour."

The Commission dealt at some length with the question of unemployment among young people. It was satisfied that "much unemployment occurs in the transition from the school to paid employment." Lacking supervision, boys and girls "drift in and out of occupations for which they find themselves unsuited. Nor does this ill effect terminate with adolescence. After several years of work, without educative value, or prospect of permanent employment, numbers are left untrained and unemployed. They drift into the ranks of unskilled labour, and at best have a precarious livelihood."

The Commission recommended that all primary schools supported by public funds be required to provide "facilities for domestic and manual or agricultural instruction," and that the school age be raised to provide parents with three choices: (1) to leave the child in school until his 15th birthday; (2) to place the child in an industrial, agricultural or domestic school from the age of 14 to 15 years; or (3) to remove the child from school at the present school age "for an industrial, agricultural or domestic pursuit, to be combined with part-time industrial, agricultural or domestic instruction until the 16th birthday."

The Commission recommended also that, "in order that parents and children may fully realize the need of additional training, and lest the drifting of children from job to job destroy the result of this extended education... vocational guidance should be made a part of the school system of Ontario..."

# LABOUR DAY MESSAGES

HON. ALLAN J. MacEACHEN

Minister of Labour

"Poverty anywhere is a threat to prosperity everywhere"—this is a guiding principle of the International Labour Organization, and one that Canada accepts as a member of the ILO.

If this principle holds true internationally it holds true just as surely in every country. It certainly holds true in Canada.

No matter how well most Canadians are doing, we cannot honestly call this a prosperous country as long as we have poverty within our borders. And we do have poverty. There are people in Canada who have been left behind by progress and will never catch up without help.

This spring the Government announced the new "Work and Opportunity" program, and committed itself to do everything possible to eliminate poverty in this country, and the economic and social waste it causes.

We are treating this as a major policy. The program will be guided directly by the Prime Minister as chairman of a cabinet committee, of which I am vice-chairman.

It includes several distinct measures. Among the most important is an expansion of the Area Development Program. This has been designed to create more and better job opportunities in areas where, for one reason or another, economic activity has lagged, by offering tax concessions and other incentives to industries that locate there.

Up to now, the areas helped in this way have been those that suffered heavy, long-term unemployment. Now we are including areas where income levels are generally low and underemployment is a widespread problem. And, since July 1, we have been offering an even stronger incentive—outright grants of up to five million dollars to industries that set up in these low-growth areas.

It is obvious that if the people in these areas are not qualified for the jobs that are going to be created they are not going to benefit. The jobs will go to trained workers who come in from outside.

Therefore, we intend to make sure that federal-provincial training is available to these local people, and that the training is co-ordinated with industrial expansion.

Workers unable to find suitable jobs in their present locations often wish to take jobs elsewhere for which they are fitted by training or experience. We have introduced a new Manpower Mobility Program in the Department of Labour to help them.

The Program will provide financial help, either as loans or as outright grants, to un-

employed workers for whom there is steady, full-time employment in another area, beyond commuting distances from their homes.

This assistance will cover the cost of moving the worker, his dependents and his household effects, plus a resettlement allowance.

There are many other ways in which our new work and opportunity program is taking shape. I can mention only one or two more here. The Agricultural Rehabilitation and Development Agency has undertaken a stepped-up program to help eliminate poverty in rural areas. The new Canada Assistance Plan is designed to provide improved services to those who need specialized individual help—and more money has been made available for urban renewal and slum clearance.

The past year has seen another important move to help raise standards of living for low-income groups. The new Canada Labour (Standards) Code, establishes for the first time a set of minimum standards in employment under federal jurisdiction. These include a minimum wage of \$1.25 an hour, a work week of 40 hours with a maximum of eight hours overtime at time and a half, two weeks annual paid vacation and eight paid general holidays a year. Taken together, they comprise one of the most comprehensive sets of standards of their kind anywhere.

We won't banish poverty overnight—this will be a long battle. These measures we have introduced in the past year are, however, practical ones, and we intend to pursue them vigorously.

We are committed to the idea that all Canadians, wherever they live, are entitled to equal opportunities and their rightful share of the good things that most of us already enjoy, in a Canada that is more prosperous today than it has ever been.

# CLAUDE JODOIN

## President, Canadian Labour Congress

One of the major roles of the labour movement has been to strive for a fair sharing of production. Now that our productive capacity is expanding at such a rapid rate, this task takes on new and greater importance.

Those who look on organized labour as a body which, in the past, simply contributed to alleviating inequalities, fail to grasp the significance of today's events. The future responsibilities of unions are likely to be far greater than those of the past.

Since we last celebrated Labour Day, there have been several significant developments in the Canadian economy. With all Canadians, we welcome the reduction in the rate of unemployment; but, at the same time, there is a need to recognize that the situation is still far from satisfactory. Unusually high rates of unemployment continue among young people, and among those who lack specialized training. There are also too many workers in the so-called "hard core" who have been without work for considerable periods.

The seriousness of the situation we face has been pointed up by the report of the Economic Council of Canada, which emphasizes the need for a million and a half new jobs by 1970. This is required to reduce our unemployment rate to three per cent and to provide work for the record number of young people who are completing their education prior to entering the labour force.

These conditions have to be met at a time when automation and other technological advances are reducing the manpower requirements in many areas. This obviously makes our task of finding sufficient jobs far more difficult and complex than it would otherwise be.

The plain fact is that unless we meet this challenge, we may well be confronted with a situation in which one half of the population has to support the other half. This is not an enticing prospect. Labour Day was conceived as an occasion to honour the nobility of labour. Quite properly, the overwhelming majority of Canadian people consider the opportunity to earn a living one of their democratic rights.

Only through major adjustments in many areas are we going to be able to meet the needs of the future. So far, our thinking in terms of social requirements has lagged far behind mechanical and scientific developments. There is far too great a tendency to ponder on the improvements we have achieved in social welfare, and to regard our present position as a comfortable plateau.

Despite evidence of affluence in Canada, there is still a great deal of poverty. Regardless of the progress we have made in social

services, the pattern is a patch-work combination and suffers from very serious shortages.

The Canadian Labour Congress has been urging the adoption of a health charter for Canadians as the major centennial objective for 1967. It is regrettable that, despite a Royal Commission report, based on a most exhaustive and comprehensive study, there has been hesitation and considerable outright opposition to adoption of a health plan which would provide facilities for all Canadians on an equal basis.

The determination of some people to preserve the position of certain vested interests that profit from their participation in the health field is indicative of a failure to meet modern conditions and to think forward. Health services for all Canadians are within our reach. We should delay no further in implementing them.

We are also failing to meet the country's needs with regard to housing. It is quite true that there has been a great deal of construction. Since 1946 more than 2,000,000 new homes have been built in Canada; but barely 20,000 of these come under the category of low-rental public housing designed for older people and others with restricted incomes.

There is a danger that with the adoption of the Canada Pension Plan and the extension of old age security, some may think that we are fulfilling our responsibilities to our senior citizens. This is far from true.

There is a need for a far more generous and dramatic approach to education. Our educational requirements for the future are obviously going to far exceed the present capacity. There must be a readiness on the part of both governments and taxpayers to give high priority to educational needs, and these must be geared to manpower requirements.

The necessity for an extended and co-ordinated manpower policy for Canada is one of the greatest essentials in meeting our changing economic conditions. Regardless of the optimistic statements of some Government spokesmen, we are still far short of such a program.

These are only some of the items in the long list of social requirements that still confront us in Canada. Beyond this is our obligation to other countries.

World tensions reached serious proportions in recent months. The Canadian Labour Congress has always regarded international affairs as a matter which should concern every citizen. Our failure to narrow the gap between the highly industrialized and the developing nations has undoubtedly been a factor in continuing world conflict. It has been the position of our organization that Canada

should extend its present efforts by appropriating a minimum of 1 per cent of our Gross National Product for an assistance program. The matters which concern us within our own borders will have little or no significance if we fail to maintain world peace.

## MARCEL PEPIN

### President, Confederation of National Trade Unions

It gives me pleasure to greet all the workers in the country on the occasion of Labour Day, the day when the workers, who are the nation's wealth, are honoured.

We do not often give special attention to the workers, public recognition of the all-important role played by the millions, both men and women—including those who bring up our children—who toil every day to produce what man can create from his material resources and his intelligence. In our society, the workers, their wives and their children play an obscure, and often very difficult, role.

Thanks to trade unionism, which has been making considerable progress over the last few years, and more particularly to the workers belonging to the Confederation of National Trade Unions, thousands of workers benefit from better working conditions, after important struggles in which solidarity was the main factor.

But on this day, we think also of the very great majority of salaried employees who have not yet had the chance to join those who are members of the labour movement.

We have a thought also for those who are unemployed or who are constantly facing the risk of the social evil called unemployment.

CNTU members do not wish only to improve their wages and working conditions. They are interested also in their role and place in society. How can we expect the laws, and the social and economic institutions to reflect the needs and yearnings of workers

It seems obvious that, as organized labour again observes its particular day, there are many tasks to which we should rededicate ourselves for the good of our members and their families, and for the benefit of all people throughout the world.

and salaried employees in all fields of activity if these same workers are not part of the decision-making bodies that shape the policies concerning them directly?

The working class represent the majority of the country's citizens. Despite this, we try to assign to them an obscure role; we ask them to work whenever there is work available, to be quiet or not to protest too much when we treat them unjustly or condemn them to unemployment or low wages.

One need only look around him, in his neighbourhood, to find that too many workers, too many men, women and children are doomed to suffer insecurity and need.

Poverty, as well as the outrageous prejudices held about it, must be stamped out in order that strong and consistent measures may be taken against social and economic injustice.

Our country has human and material resources to achieve this end; although it is undoubtedly a difficult one, we cannot remain idle or somehow or other try to soothe our conscience in the face of the scandal of poverty.

Workers and salaried employees can no longer expect that we shall fight for them without their active participation.

This is one of the main objectives of the CNTU members.

I wish all workers a good Labour Day holiday and extend my best wishes of success to the CNTU.

## CHARLES SMITH

### Chairman, Canadian Railway Labour Executives Association

It seems highly appropriate that this initial message from the Canadian Railway Labour Executives Association should be published in connection with Labour Day, the traditional holiday honouring those workers whose productive efforts reflect the economic progress of the country.

Each succeeding year, organized labour continues to expand its activities in new areas affecting the welfare of membership. In the society we live in today, adequate wages, although still of paramount importance, rep-

resents only one factor in providing an acceptable standard of living for all.

The Railway Brotherhoods, in joint association, have consistently advocated the utmost co-operation and consultation between government, management and labour in meeting conditions in a changing world. Automation still remains the major problem affecting all workers. Surely we cannot accept the fact that science, which removes drudgery from work, merely replaces it with the hardship and misery of unemployment.

*(Continued on page 743)*

### Announce Department of Labour-University Research Grants

Fourteen grants with a total value of \$27,712.50 have been made under the Department of Labour-University Research Program for 1965-66. Last year, 13 grants with a total value of \$22,900 were made.

Since the Program began in 1951, including the latest awards, 109 grants have been made with a total value of \$132,257.

These grants are made annually by the Department of Labour, on the recommendation of a joint Labour Department-University Research Advisory Committee, to encourage research by qualified graduate students and professors that will bring about a greater understanding of the characteristics and role of labour-management relations, and of manpower development and use in the Canadian economy.

Applications for these grants are accepted up to March 1 each year from postgraduate students, members of university faculties, and others who possess qualifications for research, if they are Canadian citizens or have a degree from a Canadian university. The post-graduate training of applicants must have been in a field of social science.

A report and summary of findings of each research project must be submitted to the Labour Department-University Research Committee, but the studies remain the property of the authors, who in many cases have had them published later.

#### 1965 Grants

The following are the studies for which the 1965 grants were made and the names of those to whom they were awarded:

—"The Behaviour of Industrial Conflicts (strikes) in Canada, Quebec, Ontario and British Columbia; 1937-64"—Bernard Brody.

—"Industrial Relations Implications of Canadian-U.S. Economic Integration: The Automobile Industry as a Case Study"—Norman Coates.

—"Sociologie du Travail des Organisations"—Pierre E. Coulombe.

—"A Theoretical Framework for Analysing the Operation of the Labour Market"—J. H. G. Crispo, Arthur M. Kruger and Noah M. Meltz.

—"An Economic Profile of a Skilled Occupation in a Developed Country"—Andrew C. Gross.

—"Voluntary Pension Plan by the Provincial Government as a Partial Solution to the Closure of Three Coal Mines in the Sydney, Cape Breton Area, 1960-61"—(Rev.) Andrew Hogan.

—"History of the Catholic Labour Movement in Quebec"—A. Fraser Isbester.

—"The Labour-Management Climate in Large Canadian Hospitals"—Theodore I. Jongerius.

—"Canadian Political Science Association on Occupational Classifications"—Noah M. Meltz.

—"The Public Evaluation of Occupations"—John Porter and Peter Pineo.

—"Labour Force Participation and Unemployment"—Pierre-Paul Proulx.

—"Post-War Immigrants in the Changing Metropolis with Special Reference to Toronto's Italian Population"—Samuel Sidlofsky.

—"Journey to Work Study by National Employment Service Areas"—Richard S. Thoman.

—"The Existing Law in the Common Law Provinces of Canada Relating to the Lawfulness of 'Peaceful' Secondary Boycotts and Secondary Picketing"—Edwin W. Wahn.

In co-operation with the International Labour Organization, the Department of Labour also awards annual fellowships for research on labour problems at the International Institute of Labour Studies in Geneva. These are open to senior Canadian scholars who must submit their applications before December 31.

This year two fellowships—of \$5,000 each, plus travel expenses for the recipient and his dependants—were awarded to Stuart M. Jamieson and William B. Cunningham.

Prof. Jamieson's subject of research will be "Changing Patterns of Industrial Conflict," and Prof. Cunningham's will be "Municipal Labour Relations," with special reference to France, Switzerland and Italy.

Requests for information about the Program or the grants should be sent to the Secretary, Labour Department-University Research Committee, Economics and Research Branch, Department of Labour, Ottawa.

#### Labour Code Drafted For Northwest Territories

The first step has been taken to establish a labour code for the Northwest Territories. A draft code based on the Canada Labour (Standards) Code was presented to a session of the Territorial Council at Yellowknife. It would provide for an eight-hour day and a 40-hour week. A 48-hour week would be permitted in special circumstances.

Public hearings are being held on the new draft code, and a bill will be presented to the Territorial Council sometime next year.

The draft code is the result of a survey of area employers that revealed 45 per cent of Northwest Territories workers spend more than 48 hours a week at their work. Only 10 per cent work 40 hours or less.

## Canada's Role For International Co-operation Year

The General Assembly of the United Nations, at its 18th session in 1963 decided to declare 1965 "International Co-operation Year," and Canada has played a leading part on the UN committee established to devise plans and programs for the ICY.

A program of activities to be carried on in Canada has been drawn up, with the object of arousing people to a realization of the opportunities that exist for co-operation between the various countries of the world, and encouraging expansion of programs of individual co-operation already in being. In Canada, the Government has encouraged the establishment of a non-governmental organization known as International Co-operation Year (Canada).

### Purpose of Year

The purpose of International Co-operation Year is to draw attention to, and emphasize the ways in which international co-operation is now being carried on; and in instituting the ICY, the UN had in mind the words of the late Prime Minister Nehru of India; "The world depends on co-operation, and not on conflict. . . ."

In Canada, a series of conferences is planned to bring ICY to the attention of organizations and the public. A massive public information and education program has been launched, and special ICY medallions have been struck and are being sold.

Hon. Paul Martin, Secretary of State for External Affairs, in a statement on the subject, said in part: "A host of projects in the scientific, cultural, and social fields have been suggested by Canadians in all parts of our nation, and many of these activities, including book donations by Canadian schools to their counterparts in less-developed countries, town-twinning projects, food shipments, adoption of a universal ICY postage stamp, and educational seminars are being implemented.

"I hope the primary impetus in International Co-operation Year will come from non-governmental organizations and individual Canadians whose increased awareness of world affairs must be the basis for international co-operation and the quest for peace. . . ."

ICY is being promoted in Canada by more than 50 national and provincial organizations, and similar programs are being carried out in more than 40 countries throughout the world. Complete information on the Canadian program may be obtained by writing to: International Co-operation Year, 517 Daly Building, Ottawa 2.

## In-Service Training In Canadian Industry

Almost 17 per cent of Canadian industrial establishments in four major groups of industries reported some form of organized training for employees in the year ended May 31, 1963.

About 25 per cent of companies employing 50 or more employees reported in-service training, and the percentage rose to close to 100 per cent among the very large establishments.

These figures are some of the findings from a survey conducted jointly by the Department of Labour and Dominion Bureau of Statistics among four large industrial groups: manufacturing, public utilities, mining and transportation-communication.

Employing a total of more than 300,000 employees in the categories of skilled tradesmen, first-line supervisors, technicians and apprentices, some 12,000 companies reported during the survey.

### Bonus for Retraining

A novel retraining clause was included in the terms negotiated in a new contract signed by Dow Chemical Company in the United States and District 50 of the United Mine Workers.

The terms include a bonus pay of 3 cents an hour for workers who complete a first retraining course, 2 cents to 10 cents an hour more for those who are "graduated" from another.

The idea is to encourage employee retraining for changing job requirements.

## CCA Will Survey Labour Relations

A comprehensive inquiry into the conduct of construction labour relations in Canada will be sponsored by the Canadian Construction Association as a Centennial project.

In announcing the project, CCA President Neville R. Williams, Winnipeg, said that labour authority H. Carl Goldenberg, Q.C., Montreal, (L.G. 1962, p. 775) has tentatively agreed to act as chairman of a steering committee of top-level construction executives to guide the studies.

Hon. Allan J. MacEachen, Minister of Labour, has commended the Association on its action in starting this project. He said that it should fit in with the Government's own efforts, through its Manpower Consultative Service, to encourage industry and labour to examine critically their positions.

## Health Minister Predicts Rosy Retirement

"Perhaps in time you'll be able to work for individual companies and receive 100 per cent of your salary when you retire," Hon. Judy LaMarsh, Minister of Health and Welfare, said in addressing the British Columbia Federation of Labour in June.

Miss LaMarsh was speaking on the Canada Pension Plan, which she described as "not perfect," but "the most generous . . . in the Western World today." She said that the plan offered "more than plans in the United States, the United Kingdom, France, Germany or Scandanavia."

The speaker described in some detail the benefits that would be paid under the plan, and then touched on the relation between it and the various private pension plans now in existence. The Canada Pension Plan, she said, would not force any changes in private pension arrangements; but she implied that such changes were likely to occur when the public plan went into effect.

She said that there were three possible ways in which the Canada Pension Plan and private plans could be fitted together. One was to "stack the Canada Pension Plan on top of your present pension plan." Another way would be to "combine your own pension plan and the Canada Pension Plan by making adjustments". A third way would be to abandon the present plan in favour of the Canada Pension Plan. The latter solution, however, would be subject to provincial laws regulating pension plans.

The Minister pointed out, however, that only 30 per cent of those in the labour force were eligible for pensions under private plans. "The workers making up the remaining 70 per cent of the labour force do not have pensions, and therefore obviously do not have integration problems."

## Many Auto Workers Expected To Choose Early Retirement

As a result of special pension arrangements negotiated last fall between the "Big Three" auto manufacturers and the United Automobile Workers, between a third and a half of the 30,000 employees of Ford, Chrysler and General Motors in the United States who are eligible, are expected to choose early retirement after September 1, asserts an article in *Business Week* of May 22.

As a result of the predicted "smashing success" of the plan, some company officials are concerned about a possible shortage of skilled workers. Union officials, however, discount this possibility, saying that skilled workers have more to lose by early retirement than production workers.

The plan was originally designed to encourage workers with long service to retire early, thus opening up jobs to younger workers. The supplemental pay provision of the plan, which may bring monthly benefits up to as much as \$400, does not come into effect until September.

Although not all the workers who retire will be replaced, and because some jobs will be abolished as they become vacant, the great majority of assembly line workers will need to be replaced. Thus it is expected that thousands of new jobs will open for the unemployed and for the increasing number of high school graduates who are not going on to university or technical school.

## New Name Adopted By Office Employees Union

According to *Business Week*, delegates to the 20th anniversary convention of the Office Employees International Union voted to change their name to the Office & Professional Employees International Union.

The 60,000-member union hopes that this action will help to attract technical and professional employees, whose interest in collective bargaining has been shown by the activities of some professional associations. The new name also reflects changes in the nature of work done by present members as a result of increased automation.

Another move by the convention was the setting as a goal of a four-day, 32-hour week with a three-shift arrangement that would keep an office operating on Monday to Saturday inclusive.

## New Career Publication Issued By Department of Labour

*Looking Ahead to the World of Work*, a 50-page illustrated booklet written for young people in the upper elementary and junior high school grades, was published last month by the Department of Labour.

Young readers are told it is not necessary to make a career decision right away—"planning a career is not done overnight"—but are encouraged to take full advantage of the guidance and training facilities that are now developing at an increasing rate.

*Looking Ahead to the World of Work* is another of the career publications prepared by the Economics and Research Branch of the Department of Labour, and is available at a cost, prepaid, of 25 cents a copy from the Queen's Printer, Ottawa, Canada, or from Canadian Government bookshops in Ottawa, Toronto, Montreal, Winnipeg and Vancouver.

## Seven-Year Agreement Signed On Seaway "Twinning" Project

A seven-year master collective agreement that is expected to ensure construction of the Welland Canal "twinning" project and highway works related to it, without interruption by labour disputes, was signed in mid-June by a council of 12 building trades unions and an association of contractors. The project will employ 5,000 workers when maximum activity is reached in 1967.

The agreement was reached after months of negotiations between the unions concerned, the contractors, and representatives of the St. Lawrence Seaway Authority. Under its terms, which are similar in this respect to those of the agreement under which the Seaway was built (L.G. 1956, p. 1498), the unions have promised that there will be no strikes, even if there are disputes, and no interference with the supply of men and materials.

The parties agreed that because of the rigorous nature of the timetable under which the work must be done during the short season when navigation is closed, it was necessary to establish smooth-working labour relations for the length of the project, in order to prevent interruptions that might delay re-opening of navigation each spring.

The agreement will also cover contracts that are to be awarded by the Ontario Department of Highways for construction of crossings over the canal.

It is part of the agreement that all work on the canal shall be performed by contractors who have signed agreements with unions. Contractors who are successful in tendering for the canal project or highway works related to it will have to become members of the Welland Canal Twinning Project Contractors Association and to abide by the terms of the master agreement.

Wages and working conditions will, as far as possible, be based on the terms that prevail in the area for each union, and will be revised to conform to local changes.

## Manitoba Government Employees Negotiate First Agreement

The Manitoba Government and the Manitoba Government Employees Association last month signed a collective agreement that formally recognizes the Association as sole bargaining agent for provincial civil servants, and confirms their right to enter into a collective agreement.

The agreement covers about 6,000 provincial employees, and excludes those in managerial and security positions, and employees of the Manitoba Telephone System and the Manitoba Hydro who have their own unions.

The agreement stipulates that the MGEA will continue as bargaining agent as long as its membership includes a majority of all Government employees other than those with their own unions.

Employer and employees now have the machinery for interim discussions between formal collective agreements respecting compensation, adjustment of pay ranges and working conditions.

The agreement provides for negotiation, bargaining and, in the event of disagreement, mediation and appeal. It springs from recent changes in the Civil Service Act, amended after a year and a half of discussions by a joint council representing the province and civil servants.

Saskatchewan has had collective bargaining for many years, but it was introduced by government legislation. Alberta is currently completing similar legislation, and Ontario has only partial agreements with various branches of the civil service.

Federal Government employees are currently awaiting the drafting of legislation which will give them the right to bargain collectively over wages and working conditions.

## Board Chairman Receives Tribute From IAM

John I. Snyder, Jr., Board Chairman of United States Industries, Inc., who died suddenly this spring at the age of 56, was paid a sterling tribute by the International Association of Machinists.

Mr. Snyder was termed a "friend and an ally" by an editorial in the IAM "Machinist" which referred to him as "one of the new breed of industrial magnates" ... who "never used his agreement with labour's cause as an excuse for substandard wages or conditions" ... who "had courage to say what he felt was right despite the heaviest pressures from some of his biggest customers."

Mr. Snyder was the only corporation president to address an IAM convention and, as far as is known, the only one to speak to an AFL-CIO conference (L.G., Jan. 1964, p. 26).

At the IAM convention last September he said: "In my opinion, the continued elimination of jobs by machines and the greatly increased amounts of leisure time for those who continue to work, will probably be the two primary problems that our society faces between now and the turn of the century.

"If we are to grapple effectively with these and other crucial problems that automation and technological changes are spawning, there will have to be a far greater degree of whole-hearted co-operation between labour, management, and government than mankind has ever known before."

## Profit-Sharing Champion Dead at 76

Harold V. Lush, a former Toronto industrialist who went to work as a delivery boy at the age of 14, and who was President of the Canadian Manufacturers' Association in 1957-58 (L.G., 1957, p. 812), died last month at the age of 76.

Mr. Lush championed profit-sharing and advocated compulsory arbitration of labour disputes. He contended that strikes were an outmoded way of settling differences between employers and employees.

While chairman of the board of Supreme Aluminum Industries Ltd, and Supreme Anodizing Ltd., he said that the profit-sharing plan in his own company would enable workers to accumulate an equity of as much as \$50,000 in 25 years.

## Discrimination Forbidden By U.S. Civil Rights Act

The fair employment practices provisions of the United States Civil Rights Act of 1964 (L.G., Nov. 1964, p. 944) went into effect on July 2. They are, however, being applied by stages. Other sections of the Act went into effect on July 2, 1964.

The provisions forbid discrimination by employers, trade unions and employment agencies on the basis of race, colour, religion, sex or national origin. Employers are forbidden to discriminate on these grounds in the hiring, firing or promotion of employees; and trade unions are forbidden to discriminate in admission to membership or in the segregation of membership.

For the first year, the provisions will apply to employers of 100 or more employees and to trade unions with 100 or more members. In July 1966, coverage will be extended to employers and unions with 75 or more employees or members respectively. In the following year, the provisions will apply where there are 50 or more employees or members; and finally, in 1968, where there are 25 or more employees or members.

## Agricultural Labour Program To Serve All Interests

An "encouraging lesson" has given rise to a three-point plan to develop a National Agricultural Labor Program in the United States that is intended to serve the interests of the growers, the workers, and the public. The three points of this program announced by Secretary of Labor W. Willard Wirtz include: (1) the recognition that agricultural employment is "essentially like other kinds of employment," and that agricultural workers,

like other workers, should be paid fair wages and be protected by state and federal laws regarding minimum wages, health and sanitation, unemployment insurance, workmen's compensation, and collective bargaining; (2) the development of mainly year-round employment opportunity for agricultural workers—to bring "decency" into their lives and stability into the farm labor supply situation; and (3) more effective stimulation of public opinion regarding the farm labour situation.

The encouraging lesson of which the Secretary spoke was that learned in the past year in making the transition from the use of foreign agricultural labour to domestic labour. At this time last year, there were 65,218 foreign farm workers in the U.S.; this year there are only 2,587 as a result of federal legislative action which ended the wholesale importation of seasonal foreign farm labourers, or "braceros."

Last year, foreign farm workers were employed in thirteen states; now they are being employed in only three. Mr. Wirtz said that, while there had been some "temporary crises in the labour supply situation" as the result of the government's letting Public Laws 78 and 414 lapse, there had been "no serious shortages." He added that the situation has proved that the laws of "supply and demand, supplemented by special recruitment efforts, do work in agricultural industry just as in any other."

## U.S. Monthly Labor Review Marks 50th Anniversary

The *Monthly Labor Review* of the United States Department of Labor, the Government's oldest magazine, in July published an anniversary issue marking its 50th year of publication.

The number includes, in addition to the regular issue, a 64-page special section containing articles by 13 prominent experts in the labour field, a selection of reprints from past issues covering the period from the Taft Administration to the present, a history of the journal, and samples of how the Review's methods of dealing with a variety of topics have changed during the years.

## Two Divisions Merge Into Management Development Division

The Management Training Division of the Department's Technical and Vocational Training Branch has merged with the Small Business Management Training Division to form the Management Development Division.

## U.S. Votes Fund for Public Works And Regional Development

Three billion dollars has been allocated by the U.S. Government for local public works and regional economic development.

Legislation making the assistance a reality combines features of the older U.S. area redevelopment program (L.G. 1961, p. 658) and an accelerated public works program. The combination makes possible Appalachia-type regional planning for depressed areas throughout the country.

Among the program's main features are five that:

- provide for federal subsidies to new public works;

- allow the federal government to contribute greater financial aid to existing programs such as airport and hospital construction;

- provide loans for public works and for the establishment of facilities for industrial and commercial use;

- allow loan guarantees of up to 90 per cent of the working capital businesses borrow from private lenders to build facilities in depressed areas;

- provide a new government subsidy that would pay part of the cost of financing that a businessman needs to build or expand facilities in a depressed area.

About 1,000 counties in the U.S.—roughly one-third of the total—will be eligible for public-works benefits. Included among the provisions are:

- grants for public works totalling \$400 million a year;

- loans up to \$170 million a year;

- \$5 million a year in interest subsidies, which will be enough to pay for another \$250 million of new plant or equipment;

- \$25 million for research and planning grants;

- \$50 million in loans for development centres;

- \$15 million for technical assistance to depressed areas and to defray the cost of professional staff needed to promote regional development organizations.

## Domestic Exports Rise 8 Per Cent

Canada's commodity exports in April were valued at \$387,806,000, a rise of 8 per cent from last year's April total of \$359,082,000. This brought the value in the January-April period to \$1,424,634,000, greater by 10 per cent than the corresponding 1964 total of \$1,285,385,000.

## "Czar" Suggested As Solution To Labour Turbulence

Appointment of an all-powerful "czar" has been suggested as the solution to labour turbulence in the United States Maritime Industry, and it is said that it would probably be acceptable to both the shipowner groups and the unions. The idea of creating the position of an industry-wide super-umpire arose in the midst of the walkout and bargaining deadlock between sea-going unions and shippers on the East and Gulf Coasts.

One of the central issues in the dispute involves the present arbitrator in MEBA-industry disputes, Prof. Donald F. Shaughnessy of Columbia University. The American Merchant Marine Institute companies insist on his replacement, saying, according to *The New York Times*, that they no longer have faith in him.

The proposal for a czar also suggests amplifying the duties of the arbitrator (which currently consist of the mere making of binding decisions on stalemated issues between unions and management) to include an overhaul of the entire labour relations situation in the maritime industry. Management groups and union representatives both seem to favour the idea of such an all-powerful arbiter.

## In Parliament Last Month

(page numbers refer to Hansard)

The Minister of Labour, in accordance with Article 19 of the constitution of the International Labour Organization, on June 29 tabled the English and French texts of the instruments adopted at the 48th International Labour Convention in Geneva in June and July 1964 (p. 2993).

The instruments consisted of three international labour conventions and three recommendations. They included a convention and a recommendation on hygiene in commerce and offices, a convention and a recommendation on benefits in the case of employment injury, and a convention and a recommendation on employment policy.

The Minister said that the Government was taking steps to consult the provinces with a view to acting on the conventions.

Bill C-118 to amend the Income Tax Act and the Federal-Provincial Fiscal Arrangements Act was given second reading on June 22 (p. 2799), and was given third reading and passed on June 28 (p. 2950). It was given the Royal Assent on June 30 (p. 3133). The measure had been introduced on June 17 (L.G., July, p. 600) and the bill was given first reading on the same date.

# Canada Labour (Standards) Code Effective

*Minimum standards set under new rules that came into force on July 1 for employees under federal jurisdiction respecting hours of work, minimum wages, annual vacations and holidays*

Parts I to IV of the Canada Labour (Standards) Code (L.G., Dec. 1964, p. 1058) came into force on July 1, establishing minimum standards for employees in employment within federal jurisdiction with respect to hours of work, minimum wages, annual vacations, and general holidays.

The standards are a minimum wage of \$1.25 an hour; hours of work not longer than eight in a day and 40 in a week unless an overtime rate is paid; an overtime rate of one and one-half times the regular rate of pay, and maximum hours not in excess of 48 in a week; at least two weeks annual vacation with pay; and at least eight paid general holidays in a year.

## Changes Made

The Bill was introduced by the Minister of Labour on October 1, 1964. Several changes were made in the Bill, before it received Royal Assent on March 18.

Three of the changes were with respect to general holidays. The number of general holidays with pay was increased from seven to eight; the provision stating that an employee would not be entitled to a holiday with pay when the holiday falls in a week in which he is not entitled to wages for any other day was deleted, and provisions were added stating that an employee is not entitled to be paid for a general holiday on which he does not work when he is not entitled to wages for at least 15 days during the 30 calendar days immediately preceding the general holiday; and that an employee who is employed in a "continuous operation" is not entitled to be paid for a general holiday on which he did not report for work after having been called to work. In the case of a person employed in a "continuous operation" who is required to work on a general holiday, the employer may either grant a holiday with pay at some other time, or pay for the hours worked at one and one-half times the

employee's regular rate. In the Bill as introduced there was no alternative to granting a holiday with pay at another time.

## Other Changes

Other changes related to the hours of work provisions. The rule that hours of work in a week should be scheduled so that each employee will have at least one full day's rest in a week was amended to provide that exceptions to the rule may be prescribed by regulation.

The most important change concerned the provisions permitting deferment of the application of the hours of work standards. As in the Bill as introduced, the Minister of Labour may make a temporary order deferring or suspending the operation of Part I for a period of not more than 18 months. The Act as passed also provides that the Governor in Council, on the recommendation of the Minister of Labour, may defer or suspend the operation of Part I for a longer period.

Before such an order is made by the Governor in Council an inquiry must be held at which the employers and employees affected have an opportunity to be heard. The temporary ministerial order may set hours of work standards or may simply remove the obligation to comply with Part I pending further investigation, but an order of the Governor in Council must contain hours of work standards. Submissions requesting deferment pending on July 1, 1965 are to be listed in the *Canada Gazette* as soon after July 1 as possible, and the operation of Part I with respect to the employees covered by the submissions is stayed pending rejection of the submission or the making of an order.

## Regulations

Regulations under the Code were approved on June 18 and are reported in this issue on p. 740.

# Manpower Assessment Incentive Agreement

*Another step in continuing development of Government programs for orderly adaptation of manpower to technological changes taken under agreement with graphic arts industry in Toronto*

A Manpower Assessment Incentive Agreement between the Government of Canada and the Joint Consultative Committee of the Graphic Arts Industry of Metropolitan Toronto was announced by Hon. Allan J. MacEachen, Minister of Labour, last month.

The Agreement, the fifth to be developed by the Department of Labour's Manpower Consultative Service, provides financial and technical assistance for investigation and research into the manpower implications of technological and economic change that is expected to take place in the industry in the foreseeable future.

The Joint Consultative Committee, representing management and employees, is composed of four member organizations. They are the Toronto Typographical Union, Local 91; the Toronto Printing Pressmen and Assistants Union, No. 10; the International Brotherhood of Bookbinders, No. 28; and the Council of Printing Industries of Ontario, an employer association representing 115 employers. Deryck Adamson of the Manpower Consultative Service is chairman.

The Committee has established a Research Sub-Committee consisting of one representative from each of the three unions, and three representatives of the employers under Prof. G. V. Doxey, York University, as Chairman-Research Director.

The Research Sub-Committee will direct a program of research assessment to identify the manpower adjustment problems arising out of technological developments in the industry, and to make recommendations to the Joint Consultative Committee.

## Projects Costs Shared

The project is estimated to cost \$10,000, shared 50 per cent by the federal Department of Labour and 50 per cent by the Committee. The Council of Printing Industries of Ontario will pay half of the cost, the three unions will share the balance equally.

The decision of the parties to study their problems has not been brought about by any crisis situation in the graphic arts industries, but by a desire to seek solutions to the problems of manpower adjustment and development associated with anticipated changes in these industries.

In Toronto, R. J. McCormack, President of the Toronto Typographical Union, Local 91, said: "Our union has worked hard over the years and spent a considerable amount

of money to keep our skills up to date, but technology is developing so rapidly that there is a definite need for advance planning. We are happy to join with other printing craft unions and the employer members of the Council in a scientific study of a rapidly changing situation in the graphic arts industry. We feel that it will give us the facts to meet future training needs."

Purdy Churchill, President, Toronto Pressmen and Assistants Union No. 10, had this comment: "For some time our members have been requesting improved training facilities, but with new developments occurring almost daily in the printing field, it has been difficult to determine the extent of the retraining required and the facilities necessary to provide it. We have confidence that this project will produce some guidelines and solve many of the problems we face in this area."

Charles Rose, Secretary-Treasurer of Local 28, International Brotherhood of Bookbinders, viewed the proposed study as follows: "Many changes have taken place in the bindery over the past few years. So far, we have been able to cope with them. But it appears that future developments may create situations that we may not be able to solve at the bargaining table unless we and the employers have all the facts."

E. C. Caldwell, Manager, Council of Printing Industries of Ontario, said, "Employers in this industry, faced with continually rising costs and severe competition, must make full use of the latest technological developments if they are to survive. This presents major problems in the adjustment and retraining of present employees and in the adequate preparation of young persons entering the field. In some cases, the need for older skills is disappearing while the need for other newer skills is developing. There is really no clear picture today of the retraining necessary to allow a tradesman to maintain his competence, nor any indication of the type of training a young person should receive to make him a competent tradesman in the future. We are pleased to participate with the printing craft unions in this project and have every confidence that it will be of much value to all concerned in the industry."



—Feature Four Ltd., Toronto.

Pictured at the signing of the manpower assessment incentive agreement between the Government of Canada and the Joint Consultative Committee of the Graphic Arts Industry of Metropolitan Toronto are (from left): Mark Thomas, Toronto Typographical Union; Hon. Allan J. MacEachen, Minister of Labour; and Sidney Cole, Chairman, Council of Printing Industries of Ontario.

### Hope Labour-Management Group to Avert Newspaper Strikes

In an effort to avert newspaper strikes, the American Newspaper Publishers Association has formed a joint union-management committee. It consists of four members from newspaper production unions and four members from management.

The committee plans to discuss approaches to the preservation of labour peace in the newspaper business and to investigate possible courses of action to follow in an "early warning system" to head off possible strikes.

Union members are: Elmer Brown, President, International Typographical Union; Alexander J. Rohan, Secretary-Treasurer, International Printing Pressmen and Assistants'

Union of North America; Frank G. Creamer, Secretary-Treasurer, International Stereotypers and Electrotypers Union of North America; and William J. Hall, Executive Vice-President, Lithographers and Photo Engravers International Union.

Management members are: William A. Dyer, Jr., Vice-President, Indianapolis Star and News; Harold F. Grumhaus, Vice-President, Chicago Tribune; Bernard H. Ridder, Jr., Publisher, St. Paul Dispatch and Pioneer Press; and Miles P. Patrone, Chairman, American Newspaper Publishers Association's Labor Relations Committee.

### OECD Publishes Study of Effects of Wages on Labour Mobility

A new publication in its "Economic Studies" series was recently issued by the Organization for Economic Co-operation and Development under the title, *Wages and Labour Mobility*. The 250-page report was written by a group of independent experts, and is a study of the extent to which changes in wage differentials appear in practice to have promoted changes in the pattern of employment.

The report traces the developments of earnings structures, and tests the extent to which these movements have been associated with changes in the distribution of employment between various industries, occupations and regions. It also examines the reasons underlying decisions to change jobs, and the factors determining choices by those who change jobs—the unemployed and new entrants to the labour force.

# Intensified Immigration Program

## Aimed At Helping Economic Growth

*Greater flow of professional, skilled and technical immigrants to Canada sought by government to fill serious and critical shortage of trained workers for further expansion of economy*

An intensified program to bring about a greater flow of professional, skilled and technical immigrants to Canada has been launched by the Immigration Department.

Hon. John R. Nicholson, Minister of Citizenship and Immigration, told a meeting of the Ontario Economic Council in Toronto last month that Canadian manpower development is the most important single factor in the country's economic growth.

He said that Canada has the tools and the raw materials to assure economic well-being, but that the country was facing a serious and critical shortage of professional and trained workers that "may well retard our development.

"If we ignore this problem, we court disaster," he said. "If we meet its challenge and, through intelligent planning, develop and supplement our manpower resources to meet our needs, I believe that we can create the springboard required for further economic growth and development.

"Throughout Canada, and particularly in Ontario," he said, "industry is experiencing rapid and significant changes in the nature of its labour requirements. Everyone knows that new techniques and methods are creating demands for higher levels of skill and knowledge, and that our rapid expansion is creating jobs in the skilled and professional categories faster than we can produce qualified workers through Canadian sources.

### Affects Everyone

"This is a problem that cuts across the whole field of manpower development and affects each and every one of us. Whether we be in industry, in organized labour or in government, we share a common responsibility to Canada for ensuring that positive and constructive action is taken, and taken at once to meet the situation," he said.

Saying that immigration is only one segment of Canada's manpower development, the Minister declared that immigrant workers should be brought in to supplement the existing labour force—not to enter into competition with Canadians for existing jobs.

"This means that we must decide on the number of workers who can be provided through Canadian sources, either directly or through some form of skill upgrading or retraining. Only after this has been done and

first preferences have been given to Canadians should we then decide on the exact nature and extent of our immigration intake. I am convinced, however, that the urgent demands of the present situation are so great that even a maximum effort by all agencies is unlikely to produce the numbers needed in all categories," he said.

He referred to the manpower study by the Ontario Economic Council, saying the report pointed to the urgent and growing need for a steady flow of skilled people into the industrial complex of the province, and urged more vigorous immigration activity as a means to help achieve this flow.

### Facing Serious Shortage

Although in substantial agreement with the report, he said that a study carried out by his department in co-operation with the Ontario Departments of Labour and Economic Development, confirmed that the province and most parts of Canada are facing a serious shortage of professional and skilled labour. He said it is likely to be worse by the end of the year—and there was every indication that the demand will increase in the foreseeable future.

There is also an ever-lessening demand for unskilled and semi-skilled workers, and this means "that we have an urgent need to create employment opportunities for these people. No one disagrees with that, but some differences of opinion do exist as to how we are to find the trained and skilled people to fill the gaps in our industrial development."

Some leaders of organized labour believe that the solution lies in the training of people already in Canada, and the retraining of people whose skills are now obsolete, said Mr. Nicholson. He added that CLC President Claude Jodoin recently put forward this point of view, while drawing attention to the fact that there were 265,000 unemployed in Canada in mid-May.

### Must Equip People With Skills

"It is obvious that every effort must be made to equip as many as possible of these people with skills that will make them able to fit into the changing economy of our country," continued Mr. Nicholson. He suggested that the only sensible and practical

approach to the problem is through a three-pronged attack via education, retraining and immigration. "No one will work without the others, and no single approach or possible solution can be overlooked if we are to come close to realizing our economic potential in the immediate future."

Referring to a survey in British Columbia and Ontario, which showed the need for 90,000 skilled and professional workers, the Minister said that only some 2 per cent of the positions could be met during the next year by the present school system. "Obviously we are going to have to do a great deal more to channel young people into the type of training and education that will fit them for the great opportunities that lie ahead," he said.

More concentration on the training of workers who now lack skills, and on the retraining of workers whose skills have become obsolete. "It is in this area, I believe, that organized labour can make its greatest single contribution to the continued economic development of this country and to the economic health of the thousands of union members in Ontario and the rest of Canada. Here too, I believe that industry itself can do a major job in reclaiming skills for useful employment."

#### **Cannot Meet the Demand**

Mr. Nicholson said the best efforts directed toward the training of unskilled people and the retraining of those whose skills are no longer useful to them, can meet the demand for skilled and professional people that we are facing today, and in the immediate future. "There is a large and vital area that can only be met by the introduction of skilled workers from abroad . . . through greater immigration to this country."

The speaker was convinced that the flow of immigrant workers to Canada must be consistent with the manpower requirements. "Obviously we cannot permit unrestricted immigration of unskilled people, which would help create areas of unemployment. But it is equally important that Canada's industrial and economic expansion should not be slowed down through lack of the professional and trained manpower needed to make it function at ever increasing levels."

Pointing out that immigration was not a tap that can be turned off and on to meet short-term labour shortages, the Minister said

that, to be effective, "an immigration program must be a thoughtful, carefully organized operation, based on sound policies and oriented to the long-term approach. You cannot decide you need possibly 150,000 professional and skilled people within a year, and expect to pluck them out of the hat in a few weeks."

"It is not a problem that immigration can solve itself, although immigration can and must play an important role. The other roles must be played by education, by industry, by organized labour, if we are to keep our economy on the move and realize the vast potential that lies before this nation at the end of her first century," the Minister said.

Mr. Nicholson emphasized that his department has not initiated a "crash" program of immigration, because "a problem of this magnitude cannot be dealt with adequately on a crash basis."

#### **Steps to Aid Immigration**

During his address, the Minister announced that the following steps were being taken to increase the flow of immigrants:

- Increasing the immigration staff and facilities in Milan, Italy.

- Sending several skilled immigration officers overseas to assist the staffs in their recruiting problems.

- Hiring additional staffs at a number of overseas posts.

- Recruiting a number of experienced officers in Canada for temporary assignment abroad.

- Moving experienced officers from certain posts in Europe to busier points.

- Stepping up promotional and advertising programs in Britain and elsewhere.

- Starting a series of advertisements in newspapers in France and the Netherlands.

- Working toward a similar advertising program this summer in Belgium and Denmark.

- Arranging tours of Canada for foreign journalists, radio and television people.

- Sending motion pictures to Britain and arranging speaking engagements.

- Considering opening one, and possibly two, more offices in Britain.

- Studying possibilities in Japan and in the Philippines.

# Plant Relocation and Its Consequences

*Review of a study of the social and political consequences of job displacement undertaken by officials of the United Steelworkers and the Religion-Labour Council of Canada*

The main problem connected with economic change in an industrial community seems to be the conflict between the flexibility and mobility in the work force that is demanded by economic efficiency, and the economic stability that is favourable to social orderliness and participation in political life. This is the conclusion of a case study of economic change as it affected the employees of one company that moved its plant to a new location.

The author of the study, titled *Social Effects of a Factory Relocation—A Case Study of Social and Political Consequences of Job Displacement*, is Rev. Stewart Crysdale, Assistant Secretary of the Board of Evangelism and Social Service of the United Church of Canada. The survey on which the study was based was undertaken at the request of the Religion-Labour Council of Canada, with the help of officials of the United Steelworkers.

The move was made by an electrical equipment factory in St. Catharines, Ont., that employed 500 persons; the new location was in Scarborough, 70 miles away. The sample on which the survey was based consisted of 102 employees of the company, chosen by taking every fourth name on the staff roster and seniority list in September 1960. Members of the sample were interviewed three times in the course of four years. The first interview was conducted in September 1960—before the event, the second in September 1961—six months after the move, and the third in February and March 1964.

The company undertook the move in the hope of bettering its financial position, which had become difficult. But after the move, "unfortunately, deteriorating conditions continued to plague the company and one department after another was closed. When Interview III was held . . . only the small motors department remained in operation in Toronto, and the work force was reduced to 100 employees."

Between 100 and 150 of the 500 employees were invited to move to Scarborough and were offered help with moving expenses. For those who moved, the company also offered to pay 10 per cent of the selling price of a house in St. Catharines to help toward buying another house in Scarborough, where prices of real estate were higher.

The company rejected attempts to persuade it to stay in St. Catharines. "It did, however, agree to help displaced workers find other

jobs, and assigned a personnel man to undertake this task. It also attempted to attract other firms to St. Catharines to lease or buy its buildings and provide new jobs. The property was finally sold, but only one small employer had moved in by the spring of 1964."

Men over 60 years of age and women over 55 were paid partial pensions. For others, the company paid severance allowances on a sliding scale according to length of service.

"Some of those who had moved with the company secured other jobs in the metropolitan area, but a larger number moved back to St. Catharines or to other regions. The number of completed interviews dropped from 102 in the first round to 94 in the second, and 76 in the third."

For the purposes of the study, the employees in the sample were divided into white-collar workers and blue-collar workers; and the fortunes of the two groups were followed through the period of the survey. Certain differences were noted in the way in which members of the two groups were affected by the change. On the whole, the white-collar workers were found to fare better than the blue-collar.

Three years after the move, 67 per cent of the white-collar group, and 65 per cent of the blue-collar group had obtained other employment at the company's new plant in Scarborough, or elsewhere in St. Catharines or Toronto. Of the white-collar workers, 47 per cent were earning more in 1964 than in 1961, compared with 32 per cent of the blue-collar workers; and 33 per cent of the former were earning the same in both years, compared with 24 per cent of the blue-collar workers. Of the white-collar workers, 70 per cent said that in 1964 they felt as much or more satisfaction in their present jobs than they had felt in their old jobs in 1960. But only 56 per cent of the blue-collar workers had had that experience. The survey found that church-goers were more satisfied with their jobs than non-church-goers.

"Job displacement affects not only those aspects of social behaviour which are based primarily on economic activity, but also wider social relations and attitudes," the report says. But this effect was more marked among blue-collar, than among white-collar workers. Active membership in non-church and non-occupational voluntary associations was affected by the uprooting of the workers, but more among blue-collar than among

white-collar ones. The proportion of white-collar workers who belonged to such organizations dropped from 53 per cent in 1960 to 50 per cent in 1964, but the proportion of blue-collar workers dropped from 53 per cent to 41 per cent in the same period.

Regular church attendance among white-collar workers increased during the period, with 57 per cent attending at the beginning and 63 per cent at the end. But among blue-collar workers, the proportion of regular church-goers was the same—56 per cent—at the end as at the beginning. In the middle of the period, however, it had dropped to 44 per cent, while among white-collar workers it had dropped only to 52 per cent.

The survey found also that the upset caused by the plant relocation seemed to colour the political outlook of the workers.

"In the 1964 interviews, 27 per cent of blue-collar workers took a 'conservative' view of government's role [in the matter of the plant move], 39 per cent took a 'moderate' position, 24 per cent had more 'radical' ideas of what government's should do. Ten per cent had no opinion, an indication of political apathy.

"In 1960, the same panel of blue-collar workers had been more in favour of direct governmental intervention (33 per cent) and correspondingly less conservative (18 per cent). Time, and a slight improvement in employment conditions, modified their views a little. However, the proportion of those who showed signs of apathy increased from 6 to 10 per cent in the period from 1960 to 1964.

"White-collar workers in the 1964 interview were more conservative (38 per cent) than blue-collar workers (27 per cent) in their prescription for the role of government. Their situation was relatively more secure. But it is noteworthy that a majority of them (57 per cent) felt, like the majority of blue-collar workers (63 per cent), that government should take further action to meet the problems of hard-pressed industry. In 1960, staff workers, like their shop colleagues, were more insistent that government should intervene in the situation, 63 per cent favouring further action....

"While age, race, religion and family status showed no signs of influencing political inclinations, education did. Generally, the more education a person had, the less he was prepared to entrust to the state such critical decisions as where an industry should be located....

"Home ownership was also related to prescription for the role of the state.... In both groups, home owners took a moderate view of what the state should do.... Participation in secondary groups, secular and religious, was also associated with moderation in opinion as to what government should do...."

The report had a number of suggestions for remedial action in moves of this kind. The points mentioned included:

"A provincial industrial commission, established by government, business and labour to provide consultative services where major changes are contemplated." The establishment of the Manpower Consultative Service by the Department of Labour, Ottawa, was noted (L.G., 1963, p. 999 and June 1964, p. 460).

"A strong moral obligation rests upon a company which proposes to withdraw operations and capital from a community where it has been established for a considerable time, to discharge certain minimal obligations to its older employees. A small portion of profits... might be placed in a reserve fund for this purpose, and... might be augmented by public funds to provide severance pay, pensions and retraining, and possibly moving and relocation expenses for workers and their families.

"Industrial unions might bargain for the inclusion in contracts of an option for qualified employees to move with the company if it should relocate, with a portion of expenses paid and seniority preserved.... Unions should give more attention to programs of adult education....

"Governments, probably through the National Employment Service, should improve facilities for the gathering and communication of information regarding job openings and shortages, and extend services for counselling, retraining, relocation and placement. Retraintees should be related wherever possible to job openings before beginning courses, and living allowances during training should be increased....

"Legislation is urgently required in all provinces to bring industrial pensions up to a higher standard and make them fully portable everywhere in Canada. This would improve the prospects for useful, efficient re-employment for the increasing numbers of job seekers over the age of 40.

"Under the highly fluid conditions of modern industry, workers are not able on their own to fend off job down-grading. So sweeping are shifts in markets, business organization, and technology that not even large companies and industrial unions are capable of providing adequately for the relocation and employment of displaced workers. Only society as a whole, through governmental action, is able to ensure the basic necessities of a decent life for families which carry the heaviest burdens of structural change....

"Municipal governments, with the help of provincial agencies, should be prepared to make tax and other concessions to attract new enterprises and to encourage industries to remain open through periods of recession.

"Private bodies should join public authorities in the study of the social, political and economic aspects of industrial change. Educational, cultural and religious organizations, along with management, labour and government, have an obligation to help workers and their families meet drastic alterations in their way of life under stress of rapid industrial change.

"Finally, when a factory moves, taking some workers with it, scattering others to seek new jobs, and leaving behind older, downgraded employees, churches and other community groups can contribute to creative

adaptation by welcoming newcomers, attempting to understand their problems, and helping them to meet their social, cultural and moral needs. In these ways, displaced workers may be encouraged to re-establish themselves as esteemed and useful members of the community."

The report asks the question: "Is it possible for technological society to have the best of two possible worlds? Can we have both greater economic efficiency through a highly adaptive work force, and, at the same time, a well educated, socially stable and politically responsible work force?"

## Accelerated Vocational Training for Adults

*Directed toward problems of short- and medium-term employment  
AVT has won international acceptance for its great success in  
helping adults adapt to structural and technological change*

Accelerated vocational training for adults, or AVT as it is known, has now given ample proof of its adaptability and efficiency.

Set up in France in 1936 when unemployment was severe, AVT recently won acceptance as a legitimate form of training in a number of industrialized countries. It is enabling a growing number of adults to adapt themselves to structural and technological changes.

A report in the *OECD Observer* on an international survey emphasizes that the AVT system "may be extended and no longer be limited to the acquisition of the more humble occupational skills." It states that France, with its advanced training courses, has initiated a new phase through organizing AVT preparatory courses for a number of intermediate management posts.

"AVT principles and methods may be adapted—with some difficulty perhaps—to education at a wide range of levels. But specialist skills or new techniques can only be mastered if the basic theoretical training has been sufficiently all-embracing and thorough, whatever the level, and this is a requirement which in-plant apprenticeship cannot easily meet," the report states.

After being established, AVT went beyond its original idea and became a means of training workers for better opportunities, and providing industry with a source of labour exactly suited to its immediate or foreseeable requirements.

Originally, the Government wanted to set up machinery to enable the unemployed, who were mostly unskilled labourers, to acquire enough proficiency in their particular occupations to find employment easily, or to learn another trade likely to offer better prospects.

Since its inception, AVT has normally been open to all applicants over 17 who wish to improve their vocational prospects and are able to pass the entrance examinations.

Growth has been continuous. At the end of 1963, training had been given to 344,570 workers in over 160 occupations. Early in 1964, a plan for expansion was drawn up to increase training capacity by 50 per cent.

The nature of its aims gives AVT a numerically modest place that excludes any possibility of competition with the established technical education system. The latter caters to all young people wishing to learn a trade.

The work of AVT is closely connected with the problem of short- and medium-term employment. Its principal aim is to find a solution for specific labour problems. But the range of these problems has increased.

Besides retraining unemployed workers, AVT has been called upon to deal with the rapid conversion of armament workers, provide vocational training for immigrants, ensure the rehabilitation of disabled people, improve the opportunities of workers in certain sectors, and organize refresher courses to enable specialists to keep pace with technological trends.

But all of these problems are similar; they relate to the short term, and concern only a limited proportion of the labour force. They are specifically problems of employment, and this explains why AVT comes under the Ministry of Labour although its task is really educational.

AVT courses are on a full-time basis and are spread over a period averaging six months. They are primarily, but not exclusively, designed for manual labourers in the building and metal industries, to give them

a "trade" that can be exercised immediately at a certain level of skill, and which is comparable, if not equivalent, to trade school or apprenticeship standards.

AVT is reserved for adults purely as a supplement to the conventional machinery for the vocational training of adolescents, except in the case of France, where about 50 per cent of AVT trainees are between 17 and 21 years of age. In the first half of 1964, this represented 8,000 out of 16,000 trainees.

Co-operation in AVT among the countries of Western Europe is comparatively limited. The French have helped a number of European countries—Belgium, Italy, Portugal, Spain, and Yugoslavia—to set up or improve their AVT system, either by direct co-operation under a bilateral assistance agreement or, indirectly, through the agency of international organizations (ILO and OECD).

AVT has not developed to the same extent in Britain, and the number of workers receiving training each year is only 4,000 to 5,000. This is because of a limitation on the number of types of workers eligible for the training courses. These are normally reserved for demobilized members of the armed forces, unemployed persons in need of re-training by AVT, and handicapped and disabled persons who are officially registered as such.

Many developing countries are following the progress of AVT with interest, and some of them have already made use of the staff and documentation of the institutions that exist in industrialized countries. Special arrangements must be made when methods used in industrialized countries are applied to developing countries.

It has become clear that when a developing country has been visited by an international team sent to study its requirements, it is also profitable to send its trainees to countries that have considerable experience. But, because of its special approach and speed of working, AVT is a direct answer to certain needs of the infant industries in those countries.

The principles and methods employed in the AVT program are extensive. From 85 to 90 per cent of accelerated vocational training for adults is devoted to practical work, such as the performance of manual

exercises relating to the particular trade. Teaching proceeds from the concrete to the abstract. Only after the job is done are the rules which govern it introduced, while explanations are given only when difficulties are encountered.

Theory is taught as a supplement to practice, and instruction is focused on a centre of interest such as the component being made by the trainee or the job he is being asked to do.

The difference between conventional vocational training and AVT is that the latter does not consist of separate courses in technical subjects such as mathematics. These subjects are related to a particular problem. AVT training does not consist of finding solutions to theoretical problems. Lengths, areas, volumes or weights are calculated on the basis of components that have already been manufactured by the trainees, or jobs they have already done. The value of this integrated method is universally accepted.

The training is assigned to a single instructor, with the number of trainees per instructor from 8 to 12, according to the trade. This enables the instructor to help each of his trainees to carry out his particular task and check each stage of the performance.

Trainees are asked to take an active share in discovering both theoretical concepts and the successive stages into which the execution of a technical operation must be divided. This is done by group discussions in which the pupil is encouraged to ask "why" as well as "how".

Its syllabuses distinguish AVT from traditional education at least as much as its methods. Although they tend to vary, they generally are divided into four phases. The pre-training period equips the trainee to cope with the instruction he will receive during the course.

The training proper covers a whole range of exercises of increasing difficulty. The integration exercises, like those done during training, are carried out under conditions that resemble as nearly as possible those prevailing on a site or in the works. The final stage consists of practical exercises designed to bridge the gap between training conditions and actual employment in industry.

# British National Incomes Commission

*Pay increases in engineering and shipbuilding industries were contrary to the national interest, claims Commission*

Agreements made in November-December 1963 for pay increases in the engineering industries, and for increases in pay and reduction in hours in the shipbuilding industry, were contrary to the national interest, the National Incomes Commission in Britain has stated in its Report No. 4 (Final), recently published.

The Commission said that the nationally negotiated wage increases in these industries did not adequately, if at all, take account of increases arising from other causes (i.e. "wage drift"); and that these settlements, superimposed on increases in other elements in earnings, gave employees in the industries concerned more than their fair share of the increase in national productivity, and more than  $3\frac{1}{2}$  per cent per annum.

The Commission gave their reasons for adhering to a rate of growth in productivity of 3 to  $3\frac{1}{2}$  per cent per year, resulting from a rate of growth in national production averaging 4 per cent per annum, as the practical test of the effectiveness of an incomes policy—although it is now evident that such an average rate of growth will not be reached in the period 1961-66.

In its report, the Commission discusses the significance of wage drift for an incomes policy. Wage drift is defined as the variation in the gap between nationally determined rates of wages and actual earnings, this gap being due to overtime earnings. The Commission points out that the gap, for the purposes of incomes policy, is just as important as increases in nationally negotiated wage increases.

The Commission mentions a number of ways in which, as a result of "domestic bargaining" between management and shop stewards, a timeworker may receive payments over and above the national minimum time rates.

Increased earnings for pieceworkers that do not necessarily go with increased output can also be negotiated at the domestic level, commonly by means of deliberately loose fixing of piecework prices and times. Both time and pieceworkers may have their earnings increased by arrangements for increasing overtime pay in excess of the real need for working overtime.

In considering the repercussions of the engineering and shipbuilding agreements, the Commission says that the introduction of a 40-hour week in shipbuilding by stages, to be completed by July 1965, had obvious re-

percussions on engineering negotiations. The same reduction in hours as in shipbuilding was given by the unions as a reason why it should be agreed to in the other industry.

The Commission said, however, that the repercussions of the engineering agreement in some industries where engineering workers were employed were not as wide as the Government feared they would be.

Turning to the subject of productivity and restrictive practices, the Commission said that income per head, which is the average standard of living, depended more upon output per worker than upon any other single factor, and that this left no doubt of the vital importance of productivity to the national economic well-being.

Summarizing the position after eight years of efforts to secure improved productivity and the abandonment of restrictive practices, the Commission said that instances of these practices were still to be found in engineering, although there was machinery for dealing with these problems.

In shipbuilding, the evidence showed clearly that the state of affairs in this regard was still what it had been in 1956. Productivity seemed still to be hampered by out-of-date practices to a very large extent in shipbuilding and to a less extent in engineering.

The report stated that a rapid change in the attitude and outlook of management and trade unions was imperative.

In a long chapter on prices, costs and profits, the Commission concludes that in engineering, prices have risen in spite of increased productivity, and that the rises are due mainly to increases in wages. In no case were price rises attributable to excessive increases in profits.

Referring to the increase in labour costs that will be the result of the latest increase in wages, the Commission says that in the engineering industries these will, in spite of increases in productivity, contribute to an increase in prices. The shipbuilding industry, although in no position to bear the increased costs, owing to its weak competitive position, will be unable to pass them on in higher prices.

Of both settlements, the Commission says that the negotiating parties had, or ought to have had, enough knowledge of the facts about wage drift in their industries to have taken adequate account of it. They conclude, however, that there is much force in the

*(Continued on page 743)*

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> <sup>(a)</sup> .....(000)	July 24	7,495	+ 2.6	+ 3.5
Employed.....(000)	July 24	7,251	+ 2.9	+ 3.9
Agriculture.....(000)	July 24	706	+ 8.8	- 3.4
Non-agriculture.....(000)	July 24	6,545	+ 2.3	+ 4.7
Paid workers.....(000)	July 24	6,078	+ 2.8	+ 5.4
At work 35 hours or more.....(000)	July 24	5,351	- 10.2	- 1.1
At work less than 35 hours.....(000)	July 24	730	- 16.7	+ 5.5
Employed but not at work.....(000)	July 24	1,170	+436.7	+33.0
Unemployed.....(000)	July 24	244	- 5.1	- 7.9
Atlantic.....(000)	July 24	30	- 3.2	0.0
Quebec.....(000)	July 24	98	- 2.0	- 4.9
Ontario.....(000)	July 24	65	- 12.2	-13.3
Prairie.....(000)	July 24	25	+ 8.7	-10.7
Pacific.....(000)	July 24	26	- 10.4	-10.4
Without work and seeking work.....(000)	July 24	231	- 4.2	- 7.2
On temporary layoff up to 30 days.....(000)	July 24	13	- 18.8	-18.8
<i>Industrial employment (1949=100)</i> .....	May	136.6	+ 3.4	+ 5.8
Manufacturing employment (1949=100).....	May	127.3	+ 2.2	+ 4.9
<i>Immigration</i> .....	1st Qtr. 1965	22,279	—	+27.0
Destined to the labour force.....	1st Qtr. 1965	11,297	—	+27.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	July	99	- 9.2	+37.5
No. of workers involved.....	July	33,691	- 22.2	+85.3
Duration in man days.....	July	326,070	+ 18.3	+120.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	May	\$90.56	0.0	+ 4.3
Average hourly earnings (mfg.).....	May	\$ 2.11	0.0	+ 4.5
Average hours worked per week (mfg.).....	May	41.0	- 0.3	- 1.0
Average weekly wages (mfg.).....	May	\$86.58	- 0.4	+ 3.6
Consumer price index (1949=100).....	July	139.5	+ 0.4	+ 2.4
Index numbers of weekly wages in 1949 dollars (1949=100).....	May	149.2	- 1.2	+ 0.9
Total labour income.....\$000,000.	May	2,144	+ 3.6	+10.5
<i>Industrial Production</i>				
Total (average 1949=100).....	June	234.9	+ 2.9	+ 6.7
Manufacturing.....	June	211.4	+ 3.5	+ 7.3
Durables.....	June	228.4	+ 4.3	+10.8
Non-durables.....	June	196.9	+ 2.8	+ 4.1
<i>New Residential Construction</i> <sup>(b)</sup>				
Starts.....	July	13,700	- 14.3	- 3.5
Completions.....	July	7,564	- 5.7	-20.0
Under construction.....	July	84,411	+ 0.1	+19.9

<sup>(a)</sup>Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

<sup>(b)</sup>Centres of 5,000 population or more.

## Employment and Unemployment, July

Employment increased seasonally between June and July, rising by an estimated 202,000 to 7,251,000.

Unemployment declined by 13,000 to 244,000, a normal decline for this time of year. The unemployment rate in July represented 3.3 per cent of the labour force, compared with 3.7 per cent in July 1964 and 4.2 per cent in July 1963. In June this year the rate was 3.5.

Seasonally adjusted, the July 1965 unemployment rate was 4.3 per cent.

The labour force, at 7,495,000 in July, was 189,000 higher than in June.

The increase during the month in the labour force and in the number employed was largely associated with the entrance of students into the labour market for the summer months. An estimated 260,000 teen-agers found jobs between June and July.

As usual at this time of year, a substantial number of married women withdraw from the labour force.

Employment in July was higher by 271,000 than it was a year earlier and unemployment was 21,000 lower. The labour force was 250,000 higher than in July 1964.

### Employment

Between June and July, employment gains were fairly general. Almost three quarters of the advance was in non-farm employment. As usual, the largest increases occurred in construction and in service-producing industries.

In July, employment was up 271,000, or 3.9 per cent over the total a year earlier. The increase was widely distributed, almost all non-farm industries sharing in the improvement.

Especially large increases were recorded in construction and services. The year-to-year employment advance in construction—17 per cent—was one of the largest on record.

Farm employment was 25,000 lower than in July 1964.

Employment was substantially higher than a year earlier in all regions. The largest relative increase, 6.4 per cent, occurred in British Columbia.

### Unemployment

Unemployment declined by an estimated 13,000 between June and July. Over the past five years, the changes in unemployment during this period have varied from an increase of 15,000 to a decrease of 17,000.

The July unemployment estimated was 21,000 lower than in July a year earlier. Teen-agers accounted for 38 per cent of the total, compared with 36 per cent in July last year and only 26 per cent in July 1961.

Of the 244,000 unemployed in July, 181,000 had been unemployed for three months or less. The remaining 63,000, or 26 per cent of the total, had been seeking work for four months or more.

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	July 1965	July 1964	July 1965	July 1964	July 1965	July 1964	July 1965	July 1964
Metropolitan.....	—	—	4	8	8	4	—	—
Major Industrial.....	—	3	14	13	12	10	—	—
Major Agricultural.....	—	—	2	2	12	12	—	—
Minor.....	—	—	16	18	40	39	2	—
Total.....	—	3	36	41	72	65	2	—

Note: Before January 1965, when Grande Prairie was added, 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

# CLASSIFICATION OF LABOUR MARKET AREAS—JULY

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		Quebec-Levis St. John's Vancouver-New Westminster- Mission City Windsor	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)		Brantford Cornwall Granby-Farnham- Cowansville Joliette → LAC ST. JEAN New Glasgow Niagara Peninsula Oshawa Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Trois Rivières	→ CORNER BROOK → FT. WILLIAM-PT. ARTHUR Guelph Kingston Kitchener London → MONCTON → PETERBOROUGH → SAINT JOHN Sudbury → TIMMINS-NEW LISKEARD- KIRKLAND LAKE Victoria	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000- 75,000; 40 per cent or more in agricultural)		CHATHAM Thetford-Megantic- St. Georges	← Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		Beauharnois Campbellton Dawson Creek Drummondville Gaspé Kamloops LINDSAY Newcastle Okanagan Valley Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Jean Sorel Valleyfield Victoriaville	→ BATHURST → BELLEVILLE- TRENTON Bracebridge Bridgewater Brampton Central Vancouver Island → CHILLIWACK Cranbrook Dauphin Drumheller Edmundston Fredericton Galt Goderich Grand Falls → GRANDE PRAIRIE Kentville Lachute-St. Therese Medicine Hat Montmagny North Bay → OWEN SOUND Pembroke → PORTAGE LA PRAIRIE → PRINCE GEORGE- QUESNEL → PRINCE RUPERT → SAULT STE. MARIE St. Hyacinthe → ST. STEPHEN St. Thomas Simcoe → SUMMERSIDE Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	→ Listowel → STRATFORD

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 591, January issue.

Major Settlements in First Half, 1965

During the first six months of 1965, employers and labour organizations across Canada in industries other than construction negotiated 124 major collective agreements. These contracts applied to approximately 185,000 workers in bargaining units comprising 500 or more employees.

Most of these agreements were long-term contracts. More than 30 per cent were of two years duration, 44 per cent were to run for about three years, and only 13 per cent of the agreements were for a term of one year.

Two agreements were concluded for terms of 43 and 48 months. They were signed by the Newfoundland Employers' Association and the Longshoremen's Protective Union, and by the Automotive Transport Labour Relations Association and the Teamsters Union in British Columbia.

Unlike in previous years, all major agreements concluded in 1965 gave general wage increases.

Of the 16 one-year contracts signed during the period, 50 per cent provided for wage increases on labour rates of 10 to 15 cents an hour. Other agreements gave smaller wage increases, mostly in the range of 3 to 5 cents an hour.

Of the 37 two-year agreements, 50 per cent provided for labour rate increases of 11 to 15 cents an hour, the most common wage increase in this range being 15 cents an hour. Eight of the 37 agreements provided for wage increases in the range of 16 to 20 cents an hour, and seven others included wage increases of 21 to 25 cents an hour.

During the period, 55 contracts with a term of about three years were signed in the course of collective bargaining. The most common labour rate increases, embodied in 21 agreements, ranged from 20 to 25 cents an hour. Eight contracts provided for wage increases of 15 to 19 cents an hour, and six agreements included wage increases in the range of 26 to 30 cents an hour. Thirteen major three-year agreements provided for wage increases exceeding 30 cents an hour.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1965, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1965, excluding agreements in the construction industry and agreement with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
<b>Forestry</b>										
5					1	1,600				
15					1	500				
19					1	700				
20					2	1,400				
22					1	750				
<b>Mining</b>										
13									2	2,130
14									1	1,800
15					1	730				
21									1	800
24									2	1,100
30							1	570		
33									1	900
<b>Manufacturing</b>										
4	1	700								
5	1	600							1	2,000
9					1	1,010				
10	1	650								
11									1	1,800
12									1	1,700
13					3	2,840				
14					2	1,800				
15	3	7,440			4	16,700			1	930
16					2	2,160			1	750
17									2	2,500
18					1	1,100			1	800
19									1	800
20							1	3,000		

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

# WAGE SETTLEMENTS DURING THE FIRST HALF OF 1965, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1965, excluding agreements in the construction industry and agreement with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
<b>Manufacturing (Continued)</b>										
21.....					2	1,940			1	1,400
22.....					1	500			1	600
23.....							1	550		
24.....									10	26,880
25.....									1	500
26.....									1	500
27.....							2	2,600		
28.....									2	1,600
30.....									1	600
31.....									1	2,000
34.....									1	800
35.....									2	2,300
37.....									1	650
60.....									1	800
<b>Transportation, Storage and Communication</b>										
3.....	1	8,500								
4.....			1	550						
5.....	1	1,800								
6.....										
12.....			1	1,000					1	550**
13.....			1	2,300						
15.....					1	520				
16.....									1	1,200
22.....									1	3,000
26.....									1	550
30.....					1	700				
33.....							1	850		
58.....							1	700		
65.....									1	4,050
80.....									1	2,200***
<b>Public Utility Operation</b>										
14.....							1	1,800		
18.....					1	1,200				
<b>Trade</b>										
11.....					1	1,600				
24.....									2	1,850
29.....							1	1,000		
38.....									1	3,500
40.....							1	3,000		
48.....									1	2,900
60.....									1	1,200
<b>Service</b>										
3.....	1	1,000								
5.....	2	2,050								
8.....	1	1,250								
11.....	1	740								
12.....	1	750			2	1,060				
13.....	1	1,400			2	6,050				
14.....	1	600								
15.....					2	1,850				
18.....									1	650
20.....					1	5,000			2	1,130
22.....					1	2,400			1	800
25.....					2	1,300				
28.....									1	1,000
32.....									1	850
34.....			1	1,000						
40.....									1	900
Total.....	16	27,480	4	4,850	37	55,410	10	14,070	57	82,970

\* The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

\*\* 43-month agreement.

\*\*\* 48-month agreement.

# Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

## Part I—Agreements Expiring During August, September and October (except those under negotiation in July)

Company and Location	Union
Air Canada, system-wide .....	Air Line Pilots (Ind.)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta. ....	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Iron Ore Company of Canada, Nfld. & Que. ....	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres .....	Teamsters (Ind.)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont. ....	UE (Ind.)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jean- neine, Que. ....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government .....	Sask. Govt. Empl. Assn. (classified services)
Saskatchewan Government Telephones .....	Communication Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

## Part II—Negotiations in Progress During July (except those concluded in July)

### Bargaining

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL- CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
B.C. Hydro & Power Authority .....	IBEW (AFL-CIO/CLC)
Building maintenance & window cleaning con- tractors, Vancouver, B.C. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta. ....	Calgary Power Empl. Assn. (Ind.)
Canada & Dominion Sugar, Montreal, Que. ....	Bakery Wkrs. (CLC)
Canada Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
CNR, North Sydney, N.S. ....	ILA (AFL-CIO/CLC)
CPA, system-wide .....	Machinists (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
David & Frère, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
Denison Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Dominion Glass, Montreal, Que. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que. ....	Pulp and Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada Ltd., Oshawa, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont. ....	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta. ....	Fire Fighters (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que. ....	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man. ....	Butcher Workmen (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Imperial Tobacco & subsids., Ont. & Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System ....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Quebec Iron & Titanium, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Saskatchewan Power Corp. ....	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que. ....	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local
Winnipeg City, Man. ....	Public Empl. (CLC)

### Conciliation Officer

Abitibi Power & Paper & subsids., Que., Ont. & Man. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Cdn. Marconi, Montreal, Que. ....	Marconi Empl. Council (Ind.)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Rubber (Tire Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que. ....	Railway, Transport & General Wkrs. (CLC)
KVP Company, Espanola, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que. ....	Molson's Empl. Assn. (Ind.)

Company and Location	Union
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Montreal, Que. ....	Northern Electric Office Empl. Assn. (Ind.)
Northern Electric, Montreal, Que. ....	Northern Electric Office Empl. Assn. (Ind.) (Unit #1)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpen- ters (AFL-CIO/CLC) & International Operat- ing Engineers (AFL-CIO)
Quebec Hydro-Electric Commission, Montreal & other centres ....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL- CIO/CLC)

### Conciliation Board

Atomic Energy of Canada, Chalk River & Deep River, Ont. ....	Atomic Energy Allied Council (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont. ....	Auto Workers (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Great Lakes Paper, Fort William, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & International Operating Engi- neers (AFL-CIO)
Hamilton City, Ont. ....	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont. ....	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/ CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/ CLC), Painters (AFL-CIO/CLC) & Interna- tional Operating Engineers (AFL-CIO)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs., (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)

### Post-Conciliation Bargaining

American Motors Canada Ltd., Brampton, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
CBC, company-wide ....	Moving Picture Machine Operators (AFL- CIO/CLC)
Chrysler Canada Ltd., Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC) (office empl.)

### Arbitration

Toronto Electric Commissioners, Toronto, Ont. ....	Public Empl. (CLC)
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### Work Stoppage

Anaconda American Brass, New Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
H.J. Heinz Co. of Canada, Leamington, Ont. ....	Packhouse Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/ CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)

## Part III—Settlements Reached During July

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

*Brewers Warehousing, Carling, Dow, Labatt, Molson & O'Keefe Breweries & Cdn. Breweries Transport, Ont.—Brewery Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 3,600 empl.—general wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 12¢ an hr. eff. Jan. 1, 1966 and 14¢ an hr. eff. Jan. 1, 1967; evening and night shift premiums increased to 10¢ an hr. and 15¢ an hr. respectively (formerly 7¢ an hr. and 10¢ an hr.); Remembrance Day to be ninth paid holiday in 1965 and Easter Monday to be ninth paid holiday in 1966; vacation bonus of 20% of vacation pay to be granted in 1965 to empl. after 20 yrs. of service, in 1966 after 10 yrs. of service, and in 1967 after 3 yrs. of service; benefits under SUB plan (formerly \$47 a wk. for single empl. and \$57 a wk. for married empl., payable up to 52 wks.) to be 60% of wages for empl. with less than 7 yrs. of service and 65% of wages for empl. with more than 7 yrs. of service and to be payable up to 78 wks.; weekly indemnity to be 60% of wages payable up to 104 wks.; group life insurance increased to \$7,000 (formerly \$5,000); agreement to expire Dec. 31, 1967.

*Cdn. Cannery, Vancouver & Penticton, B.C.—Packinghouse Wkrs. (AFL-CIO/CLC):* 2-yr. agreement covering 500 empl.—wage increases of 8¢ an hr. in 1965 and 8¢ an hr. in 1966 for base rates and seasonal empl. and of 5¢ an hr. in 1965 and 5¢ an hr. in 1966 for classified positions; rates for seasonal empl. become \$1.47 an hr. for females and \$1.71 an hr. for males in 1966; agreement to expire Dec. 31, 1966.

*Cdn. International Paper & New Brunswick International Paper, N.B. & Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC):* 3-yr. agreement covering 6,800 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966; wage increase of 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967 for mills on 6-day operations; evening and night shift premiums to be 9¢ an hr. and 12¢ an hr. respectively eff. Feb. 1, 1966 (at present 8¢ an hr. and 11¢ an hr.) and to be 10¢ an hr. and 13¢ an hr. respectively eff. Nov. 1, 1966; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) and 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966; 5 wks. vacation after 25 yrs. of service eff. Jan. 1, 1967; pre-retirement vacation plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 yrs. of age eff. Jan. 1, 1968; post-retirement life insurance to be \$500 for empl. with 10 yrs. of service, \$1,000 for empl. with 11 yrs. of service, \$1,500 for empl. with 12 yrs. of service, and \$2,000 for empl. with 13 yrs. of service; severance pay plan to provide 1% of total earnings received by empl. during employment, payable in 2 steps—6 wks. after layoff and 3 mos. after layoff; joint committees on automation established to review problems of technological change; agreement to expire April 30, 1968.

*Cdn. Johns-Manville, Port Union, Ont.—Chemical Wkrs. (AFL-CIO/CLC):* 2-yr. agreement covering 500 empl.—wage increases of 3¢ an hr., and 6¢ an hr. additional for skilled trades retroactive to April 9, 1965, and of 3% eff. April 9, 1966; 9 paid holidays (formerly 8); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service; weekly indemnity to be \$60 a wk. (formerly \$40); major medical plan added to health arrangements; rate for general worker becomes \$2.10 an hr. eff. April 9, 1966; agreement to expire April 8, 1967.

*Consolidated Paper, Nicauba, Que.—Bush Wkrs., Farmers' Union (Ind.):* 3-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. retroactive to Feb. 26, 1965, 11¢ an hr. eff. July 19, 1965, 14¢ an hr. eff. Feb. 26, 1966 and 12¢ an hr. eff. Feb. 26, 1967; wage increases of 30¢ per cunit in first yr. of agreement, 20¢ per cunit in second yr. and 20¢ per cunit in third yr. for cutters—standard operations and 35¢ per cunit in first yr., 25¢ per cunit in second yr. and 25¢ per cunit in third yr. for cutters—wheel skidders; work wk. (formerly 54 hrs.) to be 50 hrs. eff. July 29, 1965 and 45 hrs. eff. Feb. 26, 1966; 4 paid holidays; vacation pay to be 2% for empl. with less than 50 days employment, 3% after 50 days, 5% after three seasons (one season=175 days) and 8% after eight seasons; agreement to expire Feb. 25, 1968.

*Consolidated Paper, Trenché Dist., Que.—Bush Wkrs., Farmers' Union (Ind.):* 3-yr. agreement covering 500 empl.—terms similar to Consolidated Paper, Nicauba settlement above; agreement to expire Feb. 25, 1968.

*Dominion Coal, Glace Bay, N.S.—Mine Wkrs. (Ind.):* 18-mo. agreement covering 5,500 empl.—production bonus of \$1 per shift incorporated into wage rates; 3 wks. vacation (formerly 2 wks.) after 1 yr. of service; life insurance to be \$3,000; weekly indemnity to be \$35; employer and empl. each to contribute 5¢ an hr. toward pension plan; pension of \$104 a mo. to be guaranteed from Jan. 1966 to Jan. 1976; rate for labourer becomes \$1.76 an hr.; agreement to expire Aug. 1966.

*Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.—Pulp & Paper Wkrs. Federation (CNTU):* 2-yr. agreement covering 520 empl.—general wage increases of 10¢ an hr. retroactive to May 1, 1965, 10¢ an hr. eff. Feb. 1, 1966 and 10¢ an hr. eff. Dec. 1, 1966; additional wage adjustments of 3¢ to 5¢ an hr. in 1965; 5 wks. vacation after 30 yrs. of service eff. Sept. 1, 1965; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) eff. May 1, 1966; pre-retirement vacation plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 years of age; rate for labourer becomes \$2.33 an hr. eff. Dec. 1, 1966; agreement to expire April 30, 1967.

*Domtar Newsprint, Red Rock, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 600 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional wage adjustments for certain wage rates of 5¢ an hr. eff. Nov. 1, 1965 and May 1, 1967; 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service eff. Jan. 1, 1967; pre-retirement plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 years of age eff. Jan. 1, 1968; rate for labourer on 7-day operations becomes \$2.65 an hr. Aug. 1, 1967; agreement to expire April 30, 1968.

*Hollinger Consolidated Gold Mines, Timmins, Ont.—Steelworkers (AFL-CIO/CLC):* 1-yr. agreement covering 600 empl.—wage increase of 6½¢ an hr. eff. July 2, 1965; employer to pay 40% (formerly 35%) of medical insurance premiums; new provision for check-off of union dues; rate for labourer becomes \$1.42 an hr.; agreement to expire July 1, 1966.

*Hospitals (9), Hull, Buckingham & other centres, Que.—Service Empl. Federation (CNTU):* new agreement covering 1,200 empl.—terms of settlement not immediately available.

*Manitoba Hydro-IBEW (AFL-CIO/CLC):* 2-yr. agreement covering 1,500 empl.—wage increases of 8¢ an hr. retroactive to April 1, 1965 and 4¢ an hr. eff. April 1, 1966; rates become \$1.52 an hr. for rural labourers and \$1.74 an hr. for suburban labourers April 1, 1966; agreement to expire March 31, 1967.

*National Harbours Board, Montreal, Que.—CNTU-chartered local:* 2-yr. agreement covering 990 empl.—wage increases of 30¢ an hr. retroactive to Jan. 1, 1965, 5¢ an hr. eff. Aug. 9, 1965 and 15¢ an hr. eff. Jan. 1, 1966; agreement to expire Dec. 31, 1966.

(Continued on page 774)

## Continuing Education of Women

*Learning beyond normal school leaving age has become pattern for women in many parts of today's world. Equality granted women in Japan led to greater participation by women than men*

Learning beyond the normal school leaving age has become a pattern for women in many parts of today's world.

In Japan the 1947 Constitution, granting equality to women, opened wide the gates to adult education and led to greater participation by women than by men.

In 1961 the Ministry of Education established a Women's Social Education Section to promote and co-ordinate educational activities at the national level.

Women's classes provide the most popular form of educational activity, especially for rural women, who account for 60 percent of the participants. Subjects pursued include home life, social life, vocational life, physical education, recreation and general education.

Sweden, where adult education dates back 100 years, is discovering mature educated women as a valuable source of manpower to meet current shortages in many fields.

A woman may take advantage of continuing education in the form of studenten, comparable to two years of American college, either for personal enrichment or to improve vocational qualifications. She can get valuable assistance through the National Labour Market Board. Aptitude tests, on-the-job training, subsistence payments during study, transportation and physical relocation where necessary, are among the services at her disposal.

The national training program for unemployed persons has been extended to include middle-aged housewives, mothers supporting children and others experiencing difficulty in obtaining employment. There is no charge for tuition. Subject to a means test, trainees may receive living, rent and family allowances, with 75 percent of the cost being borne by the Government and 25 percent by the municipality where the trainee permanently resides.

During 1960-61, 76 percent of the total number were trained as office workers; the remainder as retail clerks, practical home nurses, mothers' helpers and curtain seamstresses.

In India an experimental project patterned on the Canadian Farm Radio Forum, involving 145 villages, has been organized by UNESCO and the All-India Radio. Listeners' clubs for programs broadcast specially for women, have been established in urban and rural areas. Discussion follows the broadcasts, and enquiries or suggestions are referred to All-India Radio to be dealt with

in subsequent programs. Subjects vary from domestic science, social welfare, child psychology, child education to India's political and social life.

In Holland the association for women's interests *Vrouwenbelangen*, Amsterdam section, sponsors an annual non-party course in six evenings to train women desirous of entering political life. Mock elections, involving the entire audience help to interest women in the intricate workings of a democratic political system.

In Gambia the newly organized Women's Federation includes women's organizations from all sections of the country, regardless of tribal, political or religious affiliation. Parents and husbands encourage their wives and daughters to take advantage of educational programs offered. Since the extent of illiteracy is substantial, informal education is desirable. Girls are taught hygiene, child care and domestic science. Those who are literate are taught to give weekly radio lectures on health in the vernacular.

In Italy the Italian Television Service has developed *Telescuola*, a system to help combat illiteracy. Numerous communal viewing posts have been set up where three weekly lessons give thousands of persons the chance to become literate. In 1962, language certificates were awarded to 46,000 persons who took the courses.

In Senegal, under government sponsorship, residential centres have been established for training women from rural areas. Courses last 17 days and women may bring their children. The aim is to improve homemaking skills, learn the geography of the country, become aware of citizenship responsibilities, first aid, hygiene, child care, budgeting, farming and gardening. Teaching methods and course content are adapted to the conditions of rural life.

In Britain the National Institute of Education publishes a six-month calendar listing dates and location of residential short courses, usually lasting a week or weekend. Topics include subjects from the arts and sciences, language study, industrial relations, preparation for retirement, and industrial psychology.

Many courses are provided through university extension departments. Other residential college courses of from one or two years' duration, offer university studies to students who missed this educational opportunity earlier in life.

# Growing Number Reach "Rehabilitation Status"

*Almost 70 per cent of the 2,179 individuals rehabilitated in the year 1964-65 who were dependent on relatives or public assistance now have annual income of approximately \$4,600,000*

The year 1964-65 saw another 2,179 individuals added to the growing number of persons that have been reported by provincial rehabilitation authorities as having reached "rehabilitation status" since the institution of the Federal-Provincial Rehabilitation Program in 1957. Such reports are made only on cases for which full details are available. They are submitted when rehabilitation services have terminated and a suitable period of follow-up has elapsed.

Of the 2,179 rehabilitated persons in 1964-65, almost 70 per cent were dependent on relatives or public assistance. There were 1,786 dependants involved. The cost of their annual maintenance was estimated to be approximately \$1,527,000.

After rehabilitation, the estimated total annual income for this group is approximately \$4,600,000. The contribution of 177 housewives, or family homemakers, is in addition to this.

After their rehabilitation, 1,675 of those rehabilitated in 1964-65 were regularly employed in business or industry, 76 set up in business for themselves, 112 entered sheltered employment, 54 were carrying on some form of homebound employment, and 177 were able to resume their responsibilities as wives and homemakers. Eighty-five of the severely disabled were helped to the place where they could undertake their own care.

## 656 Had No Work Record

Before their acceptance for rehabilitation service, 656 of these persons had no work record, 341 had been employed as unskilled workers, 184 in semi-skilled occupations, and 180 in skilled work. Ninety-one were engaged in agriculture, fishing or forestry. Service occupations gave employment to 194 with 261 engaged in sales and clerical work, and 83 in the professional or managerial field, and 189 were wives or homemakers.

With rehabilitation complete, the reports indicate 152 are now employed in the professional or managerial field, 511 in sales and clerical work, 354 in service occupations, 73 remained in agriculture, fishing or forestry, 274 as skilled workers, 252 semi-skilled, and 301 in unskilled work. One hundred and seventy-seven are housewives or homemakers. The remainder (85) were not able to undertake employment, but were able to dispense with help and look after themselves.

A study of the educational qualifications of the group shows that 1,207 had not gone beyond elementary school, and 320 had not gone beyond Grade 4. Only 60 had continued their education beyond high school, but 516 had received some form of vocational training. In carrying out their rehabilitation, 1,120 undertook vocational training for a wide variety of occupations.

In addition to vocational training many received medical, social and vocational assessment and counselling. A variety of treatment services were provided to well over half the total number rehabilitated. Four hundred and twelve were fitted with prosthetic appliances and devices.

## From Youth to Old Age

The age distribution of the disabled individuals extends from youth to old age. Almost 50 per cent are under 30 years of age, many of them new entrants to the labour market. It is interesting to note, however, that more than 30 per cent of those rehabilitated are over 40 years of age. Women form just under two-fifths of the total.

These 2,179 rehabilitated persons suffered from a variety of disabling conditions. Over one-third of them suffered from amputations or other orthopaedic handicaps.

## Number in Major Disability Groups

Amputations .....	201
Neuro-Muscular Skeletal Impairments ..	564
Deaf and Hearing Impairments .....	236
Blind and Visual Impairments .....	240
Neurological Impairments .....	194
Tuberculosis and Respiratory Disorders	171
Cardio-Vascular Diseases .....	71
Neuro-Psychiatric Disorders .....	435
Other Disabling Conditions .....	67

This brings to 14,102 the number of such cases reported since the beginning of the program. It is estimated that without rehabilitation assistance, these persons with their 10,905 dependants were costing approximately \$9,420,000 annually for support. Now they earn approximately \$26,690,000 a year and have collectively earned a total of \$112,017,000 since they became employed. This compares to the cost of their support for the same period, which would have been almost \$41,799,000.

## Growth in Older Segment of Labour Force

*Canada's labour force increased by 20 per cent in nine-year period from 1956 to 1964, with those aged 45 and over showing substantial increases both in actual numbers and in proportion*

Interesting information concerning the growth of the older segment of the labour force can be obtained from estimates derived from the monthly labour force survey. The survey is conducted by the Special Surveys Division of the Dominion Bureau of Statistics. Available from the Special Surveys Division are special tables, on an annual average basis, containing data on age, sex, adult population, labour force, employment, unemployment and participation rates for the years 1956-1964 inclusive.

Canada's labour force has grown from 5,782,000 in 1956 to 6,933,000 in 1964, an increase of about 20 per cent. During the same nine-year period, the older segment of the labour force—those aged 45 and over—grew from 1,792,000 to 2,292,000, an increase of 500,000, or 27.9 per cent. In 1956, the 45-plus group in the labour force constituted 31.0 per cent of the labour force. By 1964 this proportion had increased to 33.1 per cent.

The increase in the 45-and-over segment of the labour force occurred despite a decrease in the 65-and-over section of the older group. The number of those in the labour force aged 65-plus, dropped from 231,000 in 1956 to 224,000 in 1964, a decrease of 3.0 per cent. Workers aged 65 and over made up 4.0 per cent of the total labour force in 1956, but by 1964 this proportion had dropped to 3.2 per cent.

The middle-aged segment of the older age group in the labour force, those workers aged 45 to 64, increased by 507,000 from 1,561,000 in 1956 to 2,068,000 in 1964, a growth of 32.5 per cent. In 1956, the 45-64 age group made up 27.0 per cent of the labour force. By 1964 this proportion had grown to 29.8 per cent.

The substantial increase in the 45-64 age group in the labour force, both in actual numbers and in proportion, suggests that the labour market problem associated with the hiring and retention of older workers could worsen. However, if the current strong demand for skilled and experienced workers continues, the problem should not increase despite the larger group involved. Moreover, the unemployment rates for the 45-64 age

group have been consistently lower than the unemployment rates for all age groups as a whole. The 45-64 group made up 22.8 per cent of the unemployed in 1956. In 1964 this proportion was 25 per cent.

An examination of the adult population (age 14 and over), although showing some similarities, presents a somewhat different picture. Canada's adult population grew from 10,807,000 in 1956 to 12,817,000 in 1964, an increase of 18.6 per cent. During the same nine-year period the segment of the population aged 45 and over grew from 3,922,000 to 4,738,000, an increase of 816,000 or 20.8 per cent. This slightly more rapid growth of the 45-plus age group, as compared with the adult population as a whole, occurred despite the rather phenomenal growth of the younger age group, those aged 14-24 years. This younger age group increased from 2,456,000 in 1956 to 3,313,000 in 1964, a growth of 857,000 or 34.9 per cent.

The middle-aged segment of the older population, those aged 45-64, grew from 2,722,000 in 1956 to 3,344,000 in 1964, an increase of 622,000 or 22.9 per cent. When this growth of 22.9 per cent for the 45-64 age group in the adult population is compared with the growth of 32.5 per cent of the same age group in the labour force, the different picture presented by the total adult population as compared with an examination of the labour force figures, becomes apparent.

The more elderly segment of the older population, those aged 65 and over also increased numerically during the nine-year period from 1,200,000 in 1956 to 1,394,000 in 1964, a growth of 194,000 or 16.2 per cent, but proportionately there was a slight decrease. This group constituted 11.1 per cent of the adult population in 1956 as compared with 10.9 per cent in 1964.

While the younger adult age group, those from 14-24 years of age showed the most spectacular increase in the adult population figures, a different situation prevailed in connection with the labour force figures. The 14-24 age group in the labour force increased from 1,304,000 in 1956 to 1,578,000 in 1964, a growth of 274,000 or approximately 21 per cent, as compared to the 34.9 per cent growth for this group in the adult population.

# 49th International Labour Conference

*Delegates adopt five new instruments. Report examines major areas of future action: development of economic and human resources, social institutions, conditions of life and work*

The 49th Session of the International Labour Conference, held in Geneva from June 2 to 24, adopted five international instruments—two Conventions and three Recommendations. The new standards bring the total number of Conventions to 124, and the number of Recommendations to 125.

The five new instruments are:

- a Convention and a Recommendation on the minimum age of admission to employment;
- a Convention on medical examination for fitness for employment;
- a Recommendation on conditions of work;
- a Recommendation on the employment of women with family responsibilities.

In addition, the achievements of the 49th Session included:

- adoption of conclusions to serve as the basis for a Recommendation on the role of co-operatives in the economic and social development of developing countries.
- adoption of a resolution in agrarian reform, with particular reference to employment and social aspects.
- adoption of the ILO budget for 1966, amounting to \$20,337,871.
- examination of the application by member countries of Conventions and Recommendations; ratifications of Conventions registered during the session brought to 3,061 the number of ratifications of ILO Conventions.
- adoption of a number of resolutions on subjects other than the technical questions included in the agenda.

The Conference also debated a report submitted by David A. Morse, Director-General of the ILO. In it, Mr. Morse closely examined the three major areas of future ILO action on which agreement was reached during the Conference debates in 1963 and 1964. They are: human resources and economic development; the development of social institutions; and conditions of life and work. In a plenary sitting of the Conference, Mr. Morse replied to the 201 speakers who took part in the discussions on his report.

Charles R. McCord, Director of Annuities of the Department of Labour at Ottawa, was reappointed as one of the substitute mem-

bers on the Administrative Board of the ILO Staff Pensions Fund for three years until October 8, 1968, and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund) for three years until July 10, 1968.

Of the 114 State Members of the International Labour Organization, 104 were represented at the 49th Session, nearly all by complete tripartite delegations. The number of delegates and technical advisers was 1,130, including 204 government delegates and 365 advisers; 100 employers' delegates and 163 advisers; and 99 workers' delegates and 199 advisers. The Canadian delegation was listed in the June issue, p. 519.

## Canadian Participation

Government delegates served on conference committees as follows: George V. Haythorne, Deputy Minister of Labour—working party on the program and structure of the ILO (chairman); Miss M. V. Royce, Director, Women's Bureau—committee on women workers (drafting committee); John Mainwaring, Director, International Labour Affairs Branch, Department of Labour, and Charles Marshall, First Secretary, Canadian Permanent Mission, Geneva—resolutions; Miss Evelyn Woolner, Legislation Branch, Department of Labour—Application of Conventions and Recommendations; W. H. Sands, Deputy Minister of Labour of British Columbia—Employment of Young Miners; R. M. Adams, Labour Counsellor, Canadian Embassy, Brussels—Agrarian Reform; B. N. Arnason, Deputy Minister of Co-operatives and Development of Saskatchewan—Co-operatives.

Worker delegates on committees were: Kalmen Kaplansky—working party on the program and structure of the ILO, selection committee, resolutions committee (vice-chairman), member of the bureau of the workers group; James MacDonald—committee on co-operation; Miss Huguette Plamondon—committee on women workers; Miss Georgette Lachaine—committee on the women workers (deputy member); Joseph Morris—committee on the application of conventions and recommendations, resolutions committee.

Employer delegates on committees were: Kenneth Hallsworth—selection committee (deputy member), resolutions committee (substitute W. J. Whittaker, Q.C.), com-



—J. G. Cadoux, Geneva

George V. Haythorne, Deputy Minister of Labour, who has completed a year as Chairman of the ILO Governing Body, is shown (inset) as he opened the 49th International Labour Conference at Geneva in June.

mittee on employment of young miners (substitute J. P. Després), committee on women workers (deputy member) substitute (P. L. Schmidt), committee on agrarian reform (substitute George Lach), committee on co-operatives (substitute J. R. Davidson); J. P. Després—committee on employment of young miners (vice-chairman).

#### Director-General's Reply to the Debate

In his reply, Mr. Morse stated that the selection of a limited number of broad areas of action on which the ILO should focus its attention would have some significant and far-reaching implications concerning the nature of its action in the years to come. He raised two points in this regard.

"The first is that to agree on the objectives of our programs is not the same thing as to be in a position to put all these programs into practical effect at once. The resources which are at the disposal of the ILO and of its member States are rather limited in relation to what are ambitious objectives on a national and a world-wide scale."

Consequently, added Mr. Morse, "it is all the more urgent that we should have a set of clearly defined priorities based on a careful examination of the situation in each region of the world, to ensure that our efforts are directed to those problems that are most urgently in need of solution."

The opinion of the Director-General was that "In the contemporary world, where there are so many problems of human misery, poverty and degradation crying out for solution, the ILO will be judged by the measure of the practical contribution that it makes to the total effort to relieve suffering wherever such suffering exists."

The second point raised by Mr. Morse concerned collaboration between the ILO and other organizations in the UN family. He said it was necessary to ensure "that we do not stray beyond the limits that we have ourselves set to our competence."

As a result of the Conference debates, the fields of competence as now defined are: the development and full utilization of human resources; the development of insti-

tutions through which all sections of the working population can fully participate in and benefit from the economic growth of their countries; and the improvement of the working and living conditions of all workers.

Mr. Morse also pointed out that the ILO had an additional responsibility as a member of the UN family. "It can and it should co-operate with other organizations in projects and programs in which it has an interest, to which it has a contribution to make, but in which other organizations have the primary responsibility."

One of the programs, Mr. Morse said, was disarmament. Of course, the ILO has no competence with respect to the political aspects of disarmament, "but it should be able to facilitate progress toward disarmament by helping, along with other agencies, to determine the precise economic and social implications of disarmament."

On the question of ILO's co-operation with the United Nations in the field of trade and development, Mr. Morse declared that one of the major tasks was to assist the developing countries in the creation and maintenance of high levels of productive employment. But, he added, "our efforts in this direction will be nullified unless there are outlets for the products of developing countries on the world market.

"At the same time, the ILO is concerned that increased exports of manufactures from developing countries should not lead to hardship for workers in the industrialized countries. These anticipated difficulties should be met not by protective measures, but by help in facilitating adjustments so that individual workers and their families find security rather than insecurity in the changes which will come about in their occupational life."

Referring to industrialization, Mr. Morse said it seemed to him that "the time has come for us to consider whether the ILO cannot, through the progressive application of its principles and through its practical action, particularly in the field of human resources, make an even greater contribution than it has in the past to this vast and difficult enterprise of industrialization."

He indicated that he proposed to make industrialization the central theme of his report to the Conference next year.

With regard to standard-setting activities, the Director-General expressed the opinion that emphasis should be placed on broadly conceived instruments, sufficiently flexible to be applicable to conditions in all member States, yet setting goals, targets and principles which should be pursued by all members.

Concerning decentralization of the ILO's activities, Mr. Morse said, "One of the most significant trends in the world of the 1960s is towards regional groupings. The States in

each 'region' have become increasingly interested in finding solutions to common problems, and in developing common methods of action. And it is only natural that the ILO should be responsive to this trend."

He added that this could be done in three ways: by decentralizing a certain number of the functions of the Office, assigning new roles and new responsibilities to regional conferences and regional advisory committees, and establishing close working relationships with the many regional bodies and organizations which have come into existence in different parts of the world.

Mr. Morse paid special tribute to the Principal Deputy Director-General, Jef Rens, who had decided to resign after more than 20 years of service with the ILO.

"Mr. Rens," he said, "has served the ILO faithfully during two of the most important decades in the Organization's history. His contribution to the work of the ILO during this long span of time is appreciated as much by his colleagues in the Office as by those delegates at the Conference and members of the Governing Body who have had the opportunity of being associated with him in some of his manifold endeavours."

## **Employment of Young Persons in Mines**

### *Convention*

The Convention on the minimum age of admission to underground work in mines (full text on page 725) was adopted by 234 votes in favour, none against and 20 abstentions.

The Convention provides that persons under a specified minimum age shall not be employed for work underground in mines and specifies that the minimum age shall in no case be less than 16 years.

It also calls on each member country which ratifies this Convention to undertake either to maintain an appropriate inspection service for the purpose of supervising the application of the Convention, or to satisfy itself that appropriate inspection is being carried out.

It further adds that the determination of the minimum age shall be made after consultation with the most representative organizations of employers and workers concerned.

### *Recommendation*

The Recommendation (full text on page 726) which was adopted by 321 votes in favour, none against and nine abstentions, makes reference to the Convention and proposes that where the minimum age for admission to underground work in mines is less than 16 years, measures should be taken as speedily as possible to raise it to that level. It also suggests that the minimum age should be progressively raised, with a view to attaining a minimum age of 18 years.

Persons between the ages of 16 and 18 should be employed underground in mines only for purposes of apprenticeship or other systematic vocational training under conditions determined by the competent authority relating to the places of work and occupations permitted, and the measures of systematic medical and safety supervision to be applied.

The Recommendation emphasizes that there should be special provisions concerning the minimum age for employment or work underground in mines on certain specified jobs or under certain specified conditions that are harmful to health and that may endanger the safety of the worker and that of other persons.

Finally, the text suggests that these provisions should include employment in surface work with appropriate training, vocational training on the surface, further education and vocational guidance, and raising the minimum school-leaving age.

### **Medical Examination**

#### *Convention*

The Convention concerning medical examination of young persons for fitness for employment underground (full text on page 727) adopted by 331 votes in favour, none against and 13 abstentions, declares that a thorough medical examination and periodic re-examination, at intervals of not more than one year, for fitness for employment shall be required for the employment or work underground in mines of persons under 21 years of age.

These medical examinations shall be carried out under the responsibility and supervision of a qualified physician approved by the competent authority and shall be certified in an appropriate manner. They shall not involve the young person, or his parents or guardians, in any expense.

Alternative arrangements for medical supervision of young persons aged between 18 and 21 shall be permitted where the competent authority is satisfied that they are equivalent to or more effective than those stated above.

All necessary measures shall be taken by the competent authority to ensure the effective enforcement of these provisions, states the Convention.

The competent authority in each country is required by the proposed instrument to consult the most representative organizations of employers and workers concerned before determining general policies of implementation, and before adopting regulations in pursuance of the terms of the Convention.

### **Conditions of Employment**

#### *Recommendation*

Adopted by 298 votes in favour, none against and 51 abstentions, the Recommendation concerning the conditions of employment of young persons for underground work in mines (full text on page 729) deals mainly with health, safety and welfare; weekly rest and annual holidays with pay; and training.

With regard to health, safety and welfare, the Recommendation states that the employer should be required to inform a young person, both when engaging him and when giving him a specific job underground, of the risks of accident and hazards to health involved in the work, of protective measures and equipment, of regulations regarding safety, and of first-aid methods.

The text adds that officials in charge of safety, safety delegates, safety and health committees, and all other internal bodies concerned with safety and health, as well as the national inspection service, should give particular attention to measures designed to safeguard the life and health of young persons employed or working underground in mines.

The Recommendation points out that to keep young persons employed or working underground in mines in good health, and to promote their normal physical development, measures should be taken that (1) aim at encouraging recreational activities, including sports; (2) ensure that changing-rooms and showers of approved hygienic standards are made available; and (3) ensure that young persons are provided sufficient food to secure a diet suitable to their stage of development.

The Recommendation states that persons under 18 years of age employed or working underground in mines should be entitled to an uninterrupted weekly rest which should not be less than 36 hours in the course of each period of seven days. The weekly rest period should be progressively extended, with a view to attaining at least 48 hours, and they should receive an annual holiday with pay of not less than 24 working days (corresponding to four working weeks) for 12 months of service.

The competent authorities should take the necessary measures to ensure that young persons employed underground in mines receive systematic vocational training, enjoy suitable opportunities for further technical training, and are provided with suitable opportunities for further education and training above ground.

The competent authority in each country should consult the most representative organizations of employers and workers concerned before determining general policies

of implementation, and before adopting regulations in pursuance of the terms of this Recommendation.

## **Women with Family Responsibilities**

### *Recommendation*

The Conference adopted by 346 votes, without opposition or abstention, the Recommendation concerning the employment of women with family responsibilities. (full text on page 730 and reprinted in Bulletin XV of the Women's Bureau, Department of Labour).

The Recommendation seeks to ensure that women with family responsibilities can exercise the right to work outside their homes without being subject to discrimination. It urges the development of services to enable women to fulfil their responsibilities at home and at work harmoniously. These general principles are to be pursued by competent authorities in co-operation with the public and private organizations concerned, and in accordance with national and local needs and possibilities.

In the field of public information and education, authorities are recommended to encourage consideration of the problems of women workers in order to help these workers to become integrated effectively in the labour force on the basis of equal rights; to undertake or promote research into various aspects of their employment; and to engender broader public understanding of their problems.

The Recommendation seeks the establishment, particularly in local communities, of plans for the systematic development of child-care services and facilities to meet known needs and preferences.

With a view to facilitating entry of women into employment or their re-entry after a period of absence, the Recommendation states that authorities should ensure provision of general education, vocational guidance and vocational training free from any form of discrimination on the ground of sex, and should encourage girls to obtain a sound vocational preparation as a basis for their future working lives.

In the case of women who, because of maternity, are not able to return to work immediately after termination of the normal period of maternity leave, the proposed Recommendation urges that appropriate measures be provided to allow them to take a reasonable further period of leave of absence without having to relinquish their employment or other rights.

Other provisions relate to matters of significance to women workers with family responsibilities—the organization of public transport, harmonization of working hours and hours of schools and child-care facilities, and development of home-aid services.

The Conference also adopted a resolution concerning regular periodic review, by the Director-General of the ILO, of the effects of the Recommendation.

## **Employment of Women**

Miss Marion Royce, Director of the Women's Bureau, Department of Labour, Ottawa, spoke on the report of the Committee on Women Workers, of which she was a member.

"An impressive increase in the economic activity of Canadian women in recent years make an international labour Recommendation concerning the employment of women with family responsibilities particularly relevant to our situation," said Miss Royce.

The committee was grateful to the Office for the comprehensive report that opened up the subject of women's work in a changing world, and for the "initiative of the ILO in proposing the adoption of a Recommendation on this hitherto almost wholly neglected aspect of women's employment."

The text submitted to the Conference, she said, "will, we believe, provide a useful guide for policies and services that will facilitate the constructive development and utilization of woman-power in the member countries of the ILO.

"Since occupational competence is the key to effective participation in the labour force, we attach much importance to those provisions of the instrument that underline the need for appropriate counselling, education and training for women who are entering or re-entering the employment market in middle life, and the importance of a realistic approach to the vocational future of the girls still in school," she said.

"We welcome the emphasis on public information and education, based upon reliable research into essential aspects of women's employment. This type of work is a major preoccupation of the Women's Bureau of our Federal Department of Labour," Miss Royce told the Conference.

With respect to the development of child-care services and facilities, the speaker continued, "We should greatly have preferred a wording of the text that would have given the competent authorities freedom to choose themselves between the organizing of appropriate services and the alternative of facilitating and encouraging their establishment.

"We have, however, a more significant—from our point of view—reservation with respect to the proposed Recommendation that results from the omission of any reference to part-time work.

"The recent increase in the employment of women in Canada, as in a number of other industrialized countries, has been accompanied by an exceptional increase in the

number of part-time workers. This we find not surprising, since schedules of hours enable women with family responsibilities, who would be unavailable for full-time work, to enter the labour force."

Continuing, she said: "We fully realize that the subject of part-time work presents special problems from the point of view both of employers and workers and that at the present time it may be relevant to the employment situation in most or even perhaps all of the developing countries."

"Moreover, we recognize that part-time employment may be of interest to other workers besides those under consideration in this instrument—for instance, older people, students and handicapped persons.

"Nevertheless, since experience has proven that it may hold particular advantages in relation to the employment of women with family responsibilities, it is with some reluctance that we bow to the majority decision of the Committee on Women Workers that reference to the subject should be omitted from this instrument.

"Our chief concern is that since the phenomenon exists and tends to increase, recognition should be given to the need to ensure that the terms of conditions of part-time employment be such as to safeguard the position of both full-time and part-time workers."

It was noted with satisfaction, she said, that the whole subject of part-time employment is to receive further consideration, in line with the resolution adopted by the Conference last year. It was also hoped that the review of the effects of the Recommendation 10 years hence "may help to clarify aspects of this question, as of others and have particular relevance to working women with family responsibilities."

Because of the dynamic nature of the development of women's work in a continually changing world, "we support wholeheartedly the proposal for periodic review of the effects of the Recommendation," she concluded.

## PREPARATION OF NEW INTERNATIONAL LABOUR STANDARDS

The Conference first examined the role of co-operatives in the economic and social development of developing countries, with a view to the preparation of new international labour standards.

The conclusions adopted by the Conference will serve as the basis for preparation, after consultations with governments, of a draft instrument to be submitted to next year's session of the conference for final decision.

### The Role of Co-operatives

The Conference adopted conclusions to serve as the basis of a proposed Recommendation concerning the role of co-operatives in the economic and social development of developing countries.

The Conclusions of the Committee emphasize that the establishment and growth of co-operatives should be regarded as one of the important instruments for economic, social and cultural development as well as for human advancement in developing countries.

In particular, the conclusions stress that co-operatives should be established and developed as a means of:

- improving the economic, social and cultural situation of persons of limited resources and opportunities;
- increasing personal and national capital resources by the encouragement of thrift and the sound use of credit;

- increasing national income, export revenues and employment by a fuller utilization of resources;
- improving social conditions and supplementing social services; and
- helping to raise the level of general and technical knowledge of their members.

### Resolution on Agrarian Reform

The question of agrarian reform, with particular reference to its employment and social aspects, was discussed in detail by a special Committee appointed by the Conference. On the report of the Committee, the Conference unanimously adopted a resolution containing a wide range of objectives in the field of agrarian reform, with particular reference to employment and social aspects and measures to achieve them.

The text states that agrarian reform should be considered as denoting comprehensive measures for the improvement of the agrarian structure, including changes in land tenure—reforms that, within the framework of broad programs, tend to give land to those who work it, improve the position of tenants, hired workers and other categories of agricultural workers, or enlarge the units of cultivation or operation and consolidate fragmented holdings.

It also includes the establishment or strengthening of essential governmental or other agencies or services relating to agricultural credit, supply, marketing, training and extension, and research.

The resolution suggests that the ILO should increase its activities in matters related to agrarian reform as regards study and research, technical co-operation, and standard-setting in appropriate collaboration with other agencies concerned, especially the United Nations and the Food and Agriculture Organization.

### **Application of Conventions and Recommendations**

The Conference adopted the report of the tripartite Committee which it sets up each

year to consider how member States apply Conventions they have ratified and how they comply with other obligations under the ILO Constitution.

The Committee noted that there had been a further increase in the number of ratifications since last year, so that these now exceeded 3,000. Recalling its previous appeals for the ratification and application of the Conventions dealing with fundamental human rights, however, the Committee found that many States had not yet responded to these appeals.

## **Text of Convention Concerning Minimum Age for Admission to Employment Underground in Mines**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Having decided upon the adoption of certain proposals with regard to minimum age for admission to employment underground in mines, which is included in the fourth item on the agenda of the session, and

Noting, that the Underground Work (Women) Convention, 1935, prohibits in principle the employment of any female, whatever her age, on underground work in any mine, and

Noting that the Minimum Age (Industry) Convention (Revised), 1937, which is applicable to mines, provides that children under the age of 15 years shall not be employed or work in any public or private undertaking, or in any branch thereof, and

Noting that the Convention further specifies that, in respect of employments which by their nature or the circumstances in which they are carried on, are dangerous to the life, health or morals of the persons employed therein, national laws shall either prescribe or empower an appropriate authority to prescribe a higher age or ages than 15 years for the admission thereto of young persons or adolescents, and

Considering that, in view of the nature of employment underground in mines, international standards establishing a higher age than 15 years for admission to such employment are desirable, and

Having determined that these standards shall take the form of an international Convention,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-five the following Convention, which may be cited as the Minimum Age (Underground Work) Convention, 1965:

### *Article 1*

1. For the purpose of this Convention, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground.

2. The provisions of this Convention concerning employment or work underground in mines include employment or work underground in quarries.

### *Article 2*

1. Persons under a specified minimum age shall not be employed or work underground in mines.

2. Each Member which ratifies this Convention shall specify the minimum age in a declaration appended to its ratification.

3. The minimum age shall in no case be less than 16 years.

### *Article 3*

Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office, by a further declaration, that it specifies a minimum age higher than that specified at the time of ratification.

### *Article 4*

1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.

2. Each Member which ratifies this Convention undertakes either to maintain an appropriate inspection service for the purpose of supervising the application of the provisions of the Convention or to satisfy itself that appropriate inspection is carried out.

3. National laws or regulations shall define the persons responsible for compliance with the provisions of this Convention.

4. The employer shall keep, and make available to inspectors, records indicating, in respect of persons who are employed or work underground and who are less than two years older than the specified minimum age—

(a) the date of birth, duly certified wherever possible; and

(b) the date at which the person was employed or worked underground in the undertaking for the first time.

5. The employer shall make available to the workers' representatives, at their request, lists of the persons who are employed or work underground and who are less than two years older than the specified minimum age; such lists shall contain the dates of birth of such persons and

the dates at which they were employed or worked underground in the undertaking for the first time.

#### Article 5

The determination of the minimum age to be specified in pursuance of Articles 2 and 3 of this Convention shall be made after consultation with the most representative organizations of employers and workers concerned.

#### Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### Article 7

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

#### Article 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### Article 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the regis-

tration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

#### Article 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 13

The English and French versions of the text of this Convention are equally authoritative.

### Text of Recommendation Concerning Minimum Age for Admission to Employment Underground in Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Having adopted the Minimum Age (Underground Work) Convention, 1965 and

Having decided upon the adoption of certain further proposals with regard to the minimum age for admission to employment underground in mines, which is included in the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-five the following Recommendation, which may be cited as the Minimum Age (Underground Work) Recommendation, 1965:

1. (1) For the purpose of this Recommendation, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground.

(2) The provisions of this Recommendation concerning employment or work underground in mines include employment or work underground in quarries.

2. Where the minimum age for admission to employment or work underground in mines is less than 16 years, measures should be taken as speedily as possible to raise it to that level.

3. (1) The minimum age for admission to employment for work underground in mines should be progressively raised, with a view to attaining a minimum age of 18 years.

(2) Each Member should work towards the objective set forth in subparagraph (1) of this Paragraph within the limits of its possibilities, taking into account especially the dangers inherent in employment underground in mines, and also the development of educational facilities, including those for the vocational preparation of future miners, the minimum school-leaving age, the minimum age for admission to other industrial occupations and other relevant factors.

4. Persons between the age specified for the purpose of the Minimum Age (Underground Work) Convention, 1965, and a higher age to be laid down in each country and not to be less than 18 years should be employed or work underground in mines only—

- (a) for purposes of apprenticeship or other systematic vocational training provided under adequate supervision by competent persons with technical knowledge and practical experience of the work; and
- (b) under conditions determined by the competent authority relating to the places of work and occupations permitted and the measures of systematic medical and safety supervision to be applied:

Provided that if a young person to whom this Paragraph applies has completed apprenticeship or other systematic vocational training, he may,

under the conditions provided for in clause (b), be employed underground for purposes other than such training.

5. (1) There should be special provisions concerning the minimum age for employment or work underground in mines—

- (a) on certain specified jobs which are harmful to health;
- (b) under certain specified conditions which are harmful to health; and
- (c) on certain specified jobs which may endanger the safety of the worker and that of other persons.

(2) The competent authority in each country should determine the jobs and conditions in question and should specify a sufficiently high minimum age appropriate to each which in no case should be less than 18 years.

6. (1) Measures should be taken to meet the problems of persons who wish to work in mines but are too young for employment or work underground because the minimum age for admission to such employment or work is higher than the minimum school-leaving age. These measures should be related to or integrated with measures to educate, train and utilize all youth in the country.

(2) The measures to be taken in accordance with subparagraph (1) of this Paragraph might include one or more of the following:

- (a) employment in surface work with appropriate training;
- (b) vocational training on the surface designed to prepare the persons concerned for their future occupations;
- (c) further education and vocational guidance;
- (d) raising the minimum school-leaving age.

7. The competent authority in each country should consult the most representative organizations of employers and workers concerned before determining general policies of implementation and before adopting regulations in pursuance of the terms of this Recommendation.

### **Text of Convention Concerning Medical Examination of Young Persons for Fitness for Employment Underground in Mines**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Having decided upon the adoption of certain proposals with regard to medical examination of young persons for fitness for employment underground in mines, which is included in the fourth item on the agenda of the session, and

Noting that the Medical Examination of Young Persons (Industry) Convention, 1946, which is applicable to mines, provides that children and young persons under 18 years of age shall not be admitted to employment by an industrial undertaking unless they have been found fit for the work on which they are to be employed by a thorough medical examination, that the continued employment of a child or young person under 18 years of age shall be subject to the repetition of a medical examination at intervals of not more than one year, and that

national laws or regulations shall make provision concerning additional re-examinations, and

Noting that the Convention further provides that in occupations which involve high health risks medical examination and re-examinations for fitness for employment shall be required until at least the age of 21 years, and that national laws or regulations shall either specify or empower an appropriate authority to specify the occupations or categories of occupations to which this requirement applies, and

Considering that, in view of the health risks inherent in employment underground in mines, international standards requiring medical examination and periodic re-examination for fitness for employment underground in mines until the age of 21 years, and specifying the nature of these examinations, are desirable, and

Having determined that these standards shall take the form of an international Convention,

adopts this 23rd day of June of the year one thousand nine hundred and sixty-five the following Convention, which may be cited as the Medical Examination of Young Persons (Underground Work) Convention, 1965:

#### *Article 1*

1. For the purpose of this Convention, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by means involving the employment of persons underground.

2. The provisions of this Convention concerning employment or work underground in mines include employment or work underground in quarries.

#### *Article 2*

1. A thorough medical examination, and periodic re-examinations at intervals of not more than one year, for fitness for employment shall be required for the employment or work underground in mines of persons under 21 years of age.

2. Alternative arrangements for medical supervision of young persons aged between 18 and 21 years shall be permitted where the competent authority is satisfied on medical advice that such arrangements are equivalent to or more effective than those required under paragraph 1 of this Article and has consulted and reached agreement with the most representative organizations of employers and workers concerned.

#### *Article 3*

1. The medical examinations provided for in Article 2—

- (a) shall be carried out under the responsibility and supervision of a qualified physician approved by the competent authority; and
- (b) shall be certified in an appropriate manner.

2. An X-ray film of the lungs shall be required on the occasion of the initial medical examination and, when regarded as medically necessary, on the occasion of subsequent re-examinations.

3. The medical examinations required by this Convention shall not involve the young person, or his parents or guardians, in any expense.

#### *Article 4*

1. All necessary measures, including the provision of appropriate penalties, shall be taken by the competent authority to ensure the effective enforcement of the provisions of this Convention.

2. Each Member which ratifies this Convention undertakes either to maintain an appropriate inspection service for the purpose of supervising the application of the provisions of this Convention or to satisfy itself that appropriate inspection is carried out.

3. National laws or regulations shall define the persons responsible for compliance with the provisions of this Convention.

4. The employer shall keep, and make available to inspectors, records containing, in respect of persons under 21 years of age who are employed or work underground—

- (a) the date of birth, duly certified wherever possible;
- (b) an indication of the nature of their occupation; and

(c) a certificate which attests fitness for employment but does not contain medical data.

5. The employer shall make available to the workers' representatives, at their request, the information mentioned in paragraph 4 of this Article.

#### *Article 5*

The competent authority in each country shall consult the most representative organizations of employers and workers concerned before determining general policies of implementation and before adopting regulations in pursuance of the terms of this Convention.

#### *Article 6*

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### *Article 7*

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

#### *Article 8*

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### *Article 9*

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

#### *Article 10*

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him

in accordance with the provisions of the preceding Articles.

#### Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve

the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 13

The English and French versions of the text of this Convention are equally authoritative.

### Text of Recommendation Concerning Conditions of Employment of Young Persons Underground in Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Noting the terms of existing international labour Conventions and Recommendations, applicable to mines, which contain provisions on conditions of employment of young persons, and

Considering that additional standards are called for in certain respects, and

Having decided upon the adoption of certain proposals regarding the conditions of employment of young persons underground in mines, which is included in the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 23rd day of June of the year one thousand nine hundred and sixty-five the following Recommendation, which may be cited as the Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965.

#### I. DEFINITION

1. (1) For the purpose of this Recommendation, the term "mine" means any undertaking, whether public or private, for the extraction of any substance from under the surface of the earth by involving the employment of persons underground.

(2) The provisions of this Recommendation concerning employment or work underground in mines include employment or work underground in quarries.

#### II. METHODS OF IMPLEMENTATION

2. Effect may be given to this Recommendation through national laws or regulations, collective agreements, arbitration awards, or court decisions or in such other manner consistent with national practice as may be appropriate under national conditions.

#### III. HEALTH, SAFETY AND WELFARE

3. Training programs for young persons employed or to be employed underground in mines

should include practical and theoretical instruction in the health and safety hazards to which workers in mines are exposed, in hygiene and first aid, and in the precautions to be taken to safeguard health and safety. Such instruction should be provided by persons who are qualified in these fields.

4. The employer should be required to inform a young person, both when engaging him and when giving him a specific job underground, of the risks of accident and hazards to health involved in the work, of protective measures and equipment, of regulations regarding safety, and of first-aid methods. The directions should be repeated at appropriate intervals.

5. (1) Officials in charge of safety, safety delegates, safety and health committees and all other internal bodies concerned with safety and health, as well as the national inspection service, should give particular attention to measures designed to safeguard the life and health of young persons employed or working underground in mines.

(2) Such measures should include provision for the development of a practical safety program for each mine including—

- (a) action to ensure prevention and correction of hazardous environmental and physical conditions;
- (b) appropriate means and facilities for training, inspection and accident investigation and prevention;
- (c) the initial supply and replacement after normal wear and tear, at the employers' expense, of such protective clothing and equipment as are necessary in view of the nature of the work and the conditions in which it is performed, the young persons being required to use the clothing and equipment supplied; and
- (d) any other measures for the safety and health of young persons.

6. With a view to keeping young persons employed or working underground in mines in good health and to promoting their normal physical development, measures should be taken which aim, in particular, at—

- (a) encouraging recreational activities, including sports;
- (b) ensuring that changing-rooms and showers meeting approved hygiene standards are made available, changing-rooms and showers separate from those for adults being, where possible, reserved for persons under 18 years of age; and
- (c) ensuring that, if circumstances so require, young persons have at their disposal such additional food and such feeding facilities as would enable them to secure a diet suitable to their stage of development.

#### IV. WEEKLY REST AND ANNUAL HOLIDAYS WITH PAY

7. Persons under 18 years of age employed or working underground in mines should be entitled to an uninterrupted weekly rest which should not be less than 36 hours in the course of each period of seven days.

8. The weekly rest period should be progressively extended, with a view to attaining at least 48 hours.

9. The weekly rest period should include the day of the week established as a day of rest by the traditions or customs of the country or district.

10. Persons under 18 years of age employed or working underground in mines should not be employed on any work during the weekly rest period.

11. (1) Persons under 18 years of age employed or working underground in mines should receive an annual holiday with pay of not less than 24 working days (corresponding to four working weeks) for 12 months of service.

(2) Public and customary holidays and interruptions of attendance at work due to sickness should not be included in the annual holiday with pay.

12. (1) The employer should be required to keep, and make available to inspectors, records

indicating in respect of persons under 18 years of age employed or working underground—

- (a) the date of birth, duly certified wherever possible;
- (b) the periods of weekly rest; and
- (c) the periods of holidays with pay.

(2) The employer should make available to the workers' representatives, at their request, the information mentioned in subparagraph (1) of this Paragraph.

#### V. TRAINING

13. In line with the principles set forth in the Vocational Training Recommendation, 1962, the competent authorities should take necessary measures to ensure that young persons employed or to be employed underground in mines—

- (a) receive systematic vocational training, through apprenticeship or other forms of training appropriate in the national circumstances, in order to ensure adequate preparation for the particular type of work in which they are to be engaged;
- (b) enjoy suitable opportunities for further technical training enabling them to develop their occupational capacities without detriment to their health and welfare, account being taken of national circumstances; and
- (c) are provided with suitable opportunities for further education and training above ground with a view to ensuring their future adaptation to technological change in the mining industry and to developing their human capacities.

#### VI. CONSULTATION

14. The competent authority in each country should consult the most representative organizations of employers and workers concerned before determining general policies of implementation and before adopting regulations in pursuance of the terms of this Recommendation.

### Text of Recommendation Concerning Employment of Women with Family Responsibilities

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-ninth Session on 2 June 1965, and

Noting the fact that in many countries women are working outside their homes in increasing numbers as an integral and essential part of the labour force, and

Noting further that many such women have special problems arising out of the need to reconcile their dual family and work responsibilities, and

Noting that many of these problems, though they have particular relevance to the opportunities for employment of women workers with family responsibilities, also confront other workers and can be substantially alleviated by measures affecting all workers, such as the progressive reduction of daily and weekly hours of work, and

Noting further that many of the special problems faced by women with family respon-

sibilities are not problems peculiar to women workers but are problems of the family and of society as a whole, and

Recognizing that continuous social adaptation is required to meet these problems in a manner consistent with the best interests of all concerned, and

Aware of the need for governments and for all public and private organizations concerned to give consideration to these problems in a broad social, economic and legal context, and

Having decided upon the adoption of certain proposals with regard to the employment of women with family responsibilities, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-five the following Recommendation, which may be cited as the Employment (Women with Family Responsibilities) Recommendation, 1965:

The Conference recommends that each Member should apply the following provisions as fully and as rapidly as national conditions allow:

### I. GENERAL PRINCIPLE

1. The competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, and in accordance with national and local needs and possibilities—

- (a) pursue an appropriate policy with a view to enabling women with family responsibilities who work outside their homes to exercise their right to do so without being subject to discrimination and in accordance with the principles laid down in the Discrimination (Employment and Occupation) Convention, 1958, as well as in other standards relating to women adopted by the International Labour Conference, and
- (b) encourage, facilitate or themselves undertake the development of services to enable women to fulfil their various responsibilities at home and at work harmoniously.

### II. PUBLIC INFORMATION AND EDUCATION

2. The competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, take appropriate steps—

- (a) to encourage such consideration of the problems of women workers with family responsibilities as may be necessary to help these workers to become effectively integrated in the labour force on the basis of equal rights;
- (b) to undertake or promote such research as may be necessary and feasible into the various aspects of the employment of women workers with family responsibilities with a view to presenting objective information on which sound policies and measures may be based; and
- (c) to engender broader public understanding of the problems of these workers with a view to developing community policies and a climate of opinion conducive to helping them to meet their family and employment responsibilities.

### III. CHILD-CARE SERVICES AND FACILITIES

3. With a view to determining the scope and character of the child-care services and facilities needed to assist women workers to meet their employment and family responsibilities, the competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, and within the scope of their resources for collecting information, take such measures as may be necessary and appropriate—

- (a) to collect and publish adequate statistics on the number of mothers engaged in or seeking employment and on the number and age of their children; and
- (b) to ascertain, through systematic surveys conducted more particularly in local communities, the needs and preferences for child-care arrangements organized outside the family.

4. The competent authorities should, in co-operation with the public and private organizations concerned, take appropriate steps to ensure that child-care services and facilities meet the needs and preferences so revealed; to this end they should, taking account of national and local circumstances and possibilities, in particular—

- (a) encourage and facilitate the establishment, particularly in local communities, of plans for the systematic development of child-care services and facilities; and
- (b) themselves organize as well as encourage and facilitate the provision of adequate and appropriate child-care services and facilities, at reasonable charge or free in case of need, developed along flexible lines and meeting the needs of children of different ages and of their working parents.

5. With a view to safeguarding the health and welfare of the child—

- (a) child-care services and facilities of all types should comply with standards laid down and supervised by the competent authorities;
- (b) such standards should prescribe in particular the equipment and hygienic requirements of the services and facilities provided and the number and qualifications of the staff; and
- (c) the competent authorities should provide or help to ensure the provision of adequate training at various levels for the personnel needed to staff child-care services and facilities.

6. The competent authorities should, with the co-operation and participation of the public and private organizations concerned, in particular employers' and workers' organizations, help to ensure public understanding and support for efforts made to meet the special needs of working parents in respect of child-care services and facilities.

### IV. ENTRY AND RE-ENTRY INTO EMPLOYMENT

7. The competent authorities should take all measures in accordance with the Employment Policy Convention, 1964, and the Employment Policy Recommendation, 1964, to enable women with family responsibilities to become or to remain integrated in the labour force as well as to re-enter the labour force.

8. With a view to enabling women with family responsibilities to become integrated in the labour force on a footing of equality, and with a view to facilitating their entry into employment or their re-entry after a comparatively long period of absence, the competent authorities should, in co-operation with the public and private organizations concerned, in particular employers' and workers' organizations, take all measures that may be necessary in the national circumstances—

- (a) to ensure the provision for girls of general education, vocational guidance and vocational training free from any form of discrimination on the ground of sex;
- (b) to encourage girls to obtain a sound vocational preparation as a basis for their future work lives; and
- (c) to convince parents and educators of the need to give girls a sound vocational preparation.

*(Continued on page 757)*

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for six days during June. The Board granted eight applications for certification, ordered one representation vote, and granted one request under Section 61(2) of the Act for review of an earlier decision. The Board also rejected three applications for certification, refused one application for revocation of certification, and denied three requests under Section 61(2) of the Act for review of earlier decisions. During the month the Board received 12 applications for certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of four applications for certification.

### Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed throughout Canada comprising clerical, non-clerical and manual employees in various offices of the Company's Accounting Department; Motive Power and Rolling Stock Department; Bureau of Safety, Loss and Damage Prevention; Purchasing and Stores Department; Transportation Car Accounting Department; Real Estate Department; General Paymaster's Office; Traffic Department; Piggyback Department; Merchandise Services Department as presently constituted on the Company's Prairie and Pacific Regions westward from the Lakehead; Sleeping, Dining and Parlour Car and News Services Department; and various offices and work places of the Operating Department such as freight offices, freight sheds, station and baggage staffs, yard offices, wharf sheds and offices, ticket offices, and divisional superintendents' offices (L.G. 1963, p. 694).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Transport Frontenac Ltee, Quebec, Que., engaged in the performance of the company's contract with the Post Office Department for the pickup and delivery of Her Majesty's Mail (L.G., May, p. 424).

3. Canadian Maritime Union on behalf of a unit of unlicensed employees employed by Island Shipping Limited aboard the M.V. *Wheat King* and S.S. *Northern Venture* (L.G., June, p. 524).

4. Canadian Union of Public Employees, on behalf of a unit of operations and maintenance employees employed by The Hamilton Harbour Commissioners at the Port of Hamilton, Ont. (L.G., June, p. 524).

5. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees employed by CHEK-T.V. Limited (a subsidiary of the British Columbia Television Broadcasting System Ltd.), Saanich, B.C. (L.G., June, p. 524).

6. Transportation-Communication Employees Union, System Division No. 7 (formerly The Order of Railroad Telegraphers), on behalf of a unit of dispatchers, reservations agents, passenger agents, payload control agents, and teletypists, employed across Canada by the Canadian Pacific Air Lines, Limited (L.G., July, p. 638).

7. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees employed at Radio Stations CHLT-AM and CHLT-FM and Television Station CHLT-TV by La Tribune Inc., Sherbrooke, Que. (L.G., July, p. 638). (See also Item 3. "Applications for Certification Withdrawn," below).

8. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees employed at Radio Station CKTS-AM by the Telegram Printing and Publishing Co. Ltd., Sherbrooke, Que. (L.G. July, p. 638). (See also Item 3, "Applications for Certification Withdrawn," below).

### Representation Vote Ordered

Chauffeurs, Teamsters, and Helpers, Local Union No. 395, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Comet Transport Limited, Winnipeg, Man., respondent (L.G., April, p. 341). The voting unit comprised switch tractor drivers, trailer mechanics, dockmen and yardmen. (Returning Officer: C. Arthur Frey).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

## Applications for Certification Rejected

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 879, and General Truck Drivers Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, The Association of Ontario Employees of Overnite Express Limited, intervener, and The Association of Quebec Employees of Overnite Express Limited, intervener (L.G., May, p. 423). The application was rejected for the reason that the Board was not satisfied from the evidence produced that the applicants had a majority of the employees in the proposed bargaining unit as members in good standing. In this connection the Board regarded it as a matter of very grave concern that the applicants had submitted application cards for membership in the union to the Investigating Officer in support of their membership claims which cards were purported

to have been witnessed by an organizer for the Brotherhood when, in fact, it was admitted in evidence that the said organizer had not been present at the time of the signing of the cards and had not been a witness to their signing.

2. and 3. The Association of Quebec Employees of Overnite Express Limited, applicant, and The Association of Ontario Employees of Overnite Express Limited, applicant, and Overnite Express Limited, Hull, Que., respondent (L.G., May, p. 424 and June, p. 524). These two applications affected units of employees of the company in Quebec and Ontario respectively. They were rejected for the reason that the Board is of opinion that the administration, management and policy of each Association is influenced by the employer, Overnite Express Limited, so that the fitness of each Association to represent employees for the purpose of collective bargaining is impaired, and that accordingly the said Associations may not be certified as bargaining agents of

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employees under the provisions of Section 9(5) of the Act, which prohibits the certification of a trade union that is influenced or dominated by an employer.

#### **Applications for Certification Received**

1. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (Investigating Officer: R. L. Fournier).

2. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Canadian National Railways in Newfoundland (Investigating Officer: R. L. Fournier).

3. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Auto Haulaway Limited, Moncton, N.B. (Investigating Officer: H. R. Pettigrove).

4. Local 955, International Union of Operating Engineers, on behalf of a unit of strip miners employed by The Consolidated Mining and Smelting Company of Canada Limited, at Pine Point, N.W.T. (Investigating Officer: J. D. Meredith).

5. Carmacks & District, Mine & Mill Workers of the International Union of Mine, Mill & Smelter Workers (Canada), Local 1044, on behalf of a unit of employees of Discovery Mines Limited employed at its La Forma Mine at Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of satellite tracking station employees employed by E.M.I. Cossor Electronics Limited at St. John's, Nfld. (Investigating Officer: R. L. Fournier).

7. National Association of Broadcast Employees and Technicians, on behalf of a general unit of employees of the Ottawa Valley Television Company Limited employed at CHOV-TV, Pembroke, Ont. (Investigating Officer: S. Emmerson).

8. Canadian Marine Officers Union, on behalf of a unit of marine engineers employed by Porter Shipping Limited, Toronto, Ont., aboard its vessel (Investigating Officer: S. Emmerson).

9. Canadian Marine Officers Union, on behalf of a unit of marine engineers employed by Levis Ferry Limited, Quebec, Que., aboard its ferries (Investigating Officer: R. L. Fournier).

10. Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers

(Canada), on behalf of a unit of drillers employed by A. Arsenault Diamond Drilling Co. Ltd., in the Yukon Territory (Investigating Officer: J. D. Meredith).

11. Ready Mix, Building Supply, Hydro and Construction Drivers, Warehousemen and Helpers, Local Union No. 230, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Amyot Ready Mix Co. Ltd., Hull, Que. (Investigating Officer: G. A. Lane).

12. Local 504, International Longshoremen's and Warehousemen's Union, Canadian Area, on behalf of a unit of longshoremen employed by Island Tug & Barge Limited, Victoria, B.C. (Investigating Officer: J. D. Meredith).

#### **Applications for Certification Withdrawn**

1. National Association of Broadcast Employees and Technicians, applicant, with respect to a unit of technical employees of British Columbia Television Broadcasting Limited employed at Station CHEK-TV, Saanich, B.C. The application was superseded by an application covering a more comprehensive unit (L.G., May, p. 424) (see Item 5, "Applications for Certification Granted," above).

2. General Truck Drivers Union Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Lewis Motorways, Rexdale, Ont., respondent (L.G., July, p. 638).

3. National Association of Broadcast Employees and Technicians, applicant, and La Tribune Incorporated, CHLT-AM, CHLT-FM, CHLT-TV, Sherbrooke Telegram Printing and Publishing Company CKTS Station, Sherbrooke, Que., respondent (L.G., July, p. 638). (Separate applications submitted, see Items 7 and 8, "Applications for Certification Granted," above).

4. International Union of District 50, United Mine Workers of America, Local Union 13946, applicant, and Clarke Traffic Services Ltd. (Newfoundland Steamships (1965) Limited) (Terra Nova Steamship Co. Ltd.), St. John's Newfoundland, respondent (longshoremen) (L.G., July, p. 638).

#### **Application for Revocation Rejected**

The Board rejected an application for revocation of certification affecting Colonial Broadcasting System Ltd., St. John's Nfld., applicant, and the National Association of Broadcast Employees and Technicians, respondent (Radio Station VOCM) (L.G. Mar. 1964, p. 213).

### Requests for Review under Section 61(2)

1. The Board granted a request by the Canadian Brotherhood of Railway, Transport and General Workers, for the review of the certificate issued on June 30, 1952, to it in respect of a unit of employees of the Canadian National Railways in the offices of the General Freight Claims Agent and District Freight Claims Agent, Montreal, Que. (L.G., May, p. 424).

2. The Board refused a request by the National Syndicate of Longshoremen of Ha! Ha! Bay Inc. for review of the Board's Order issued on June 23, 1955, to it in respect of a unit of longshoremen employed by Saguenay Terminals Limited at Port Alfred, Que. (L.G., July, p. 639).

3. The Board refused a request by The Order of Railroad Telegraphers, System Di-

vision No. 7 for review of the Board's decision on January 28, 1965, rejecting an application for certification made by The Order of Railroad Telegraphers, System Division No. 7 in respect of a unit of employees employed by the Canadian Pacific Railway Company (L.G., May, p. 424).

4. The Board refused a request by the British Columbia Television Broadcasting System, Ltd., for review of the Board's Order of June 3, 1965, certifying the National Association of Broadcast Employees and Technicians as the bargaining agent for a general unit of employees of CHEK-T.V. Limited, a subsidiary of the British Columbia Television Broadcasting System Ltd. (see item 5, "Applications for Certification Granted" above). Request received during month.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During June, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Compagnie Nationale Air France, Montreal International Airport, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier).

2. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

3. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Local 591, Amalgamated Association of Street, Electric, Railway and Motor Coach Employees of America (Conciliation Officer: C. E. Poirier).

4. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Officer: D. S. Tysoe).

5. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 (CLC) (Conciliation Officer: T. B. McRae).

6. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and Local 5980 of the United Steelworkers of America (Office and Technical Workers) (Conciliation Officer: T. B. McRae).

### Settlements Reported by Conciliation Officers

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Con-

ciliation Officer: T. B. McRae) (L.G., July, p. 639).

2. National Harbours Board, Prescott, Ont., and the Civil Service Association of Canada (Conciliation Officer: T. B. McRae) (L.G., July, p. 639).

3. Pacific Inland Express Limited, Vancouver, and Locals 362, 31, 979 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 525).

4. Miller & Brown Ltd., Cranbrook, B.C., and Local 15 of the Office Employees International Union (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 526).

5. Radio Nord Inc. (Station CKRN-TV) Rouyn, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., May, p. 425).

### Conciliation Boards Appointed

1. British Yukon Navigation Company and British Yukon Railway Company (White Pass and Yukon Route) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 425).

2. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and United Steelworkers of America (L.G., June, p. 526).

3. CKCV (Quebec) Limitee, Quebec City, and National Association of Broadcast Employees and Technicians (L.G., June, p. 526).

4. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (L.G., May, p. 425).

### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 640) was fully constituted in June with the appointment of W. H. Dickie of Toronto, as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C., of Toronto, and F. K. Eady of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants Association (L.G., July, p. 640) was fully constituted in June with the appointment of A. S. Dewar, Q.C., of Winnipeg, as Chairman. Mr. Dewar was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., and Art Coulter, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

## **Report of Board in Dispute between**

*National Harbours Board, Montreal  
and*

*National Syndicate of Employees of the Port of Montreal*

*(Translation)*

The first sitting of the Board of Conciliation and Investigation established on April 7 was held in Montreal on June 1. A second sitting was held on June 7. At the latter sitting, one of the main points at issue between the parties was discussed—should there be three agreements for three units (1) general operation; (2) grain elevators; (3) cold storage warehouse, for which the Syndicate had obtained from the Canada Labour Relations Board three certification certificates as bargaining agent of the employees in the unit.

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During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between National Syndicate of Employees of the Port of Montreal (CNTU) and National Harbours Board, Montreal.

The Board was under the chairmanship of His Honour Judge Paul Hurteau of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, M. A. Harrison of Ottawa, and Robert Sauve of Montreal, nominees of the company and union, respectively.

The text of the report is reproduced here.

### **Board Report Received**

National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., July, p. 640). The text of the report is reproduced below.

### **Industrial Inquiry Commission Appointed**

United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, p. 526). The union struck the operations of Alberta Wheat Pool at 12 noon on June 2 and Dr. G. Neil Perry of Vancouver was appointed as Industrial Inquiry Commission by the Minister on June 7.

### **Work Stoppage**

National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (see above). Employees walked out on June 16 during Conciliation Board hearings and the Board report was received by the Minister on June 21. C. E. Poirier, Montreal Chief Conciliation Officer, is continuing mediation of dispute.

The Syndicate asked that only one agreement be made for the three certified units.

That, we learned then, was one of the most important basic issues, and both parties held their respective position.

We understood that the employer was using a legal argument to have three agreements since there were three certificates for three units.

We also understood that seniority and its effect on promotions, layoffs, etc. . . . between the three units, is also a basic issue.

*(Continued on page 757)*

# Legal Decisions Affecting Labour

*British Columbia Supreme Court rules that an ex-employee is bound by the restrictive covenant in a collective agreement*

In British Columbia, the Supreme Court (in Chambers) restrained the business activities of an ex-employee of a dry-cleaning firm on the grounds that he was bound by a restrictive covenant of the collective agreement incorporated by implication in his contract of service.

On February 5, 1965, Mr. Justice Dryer of the British Columbia Supreme Court (in Chambers) ordered an ex-employee of Nelsons Laundries Limited to comply with the restrictive covenant in a collective agreement between the company and the union of which the ex-employee was a member.

Mr. Justice Dryer held that, where it is evident that a contract of service incorporates by implication the terms of a collective agreement, the employer and employee are bound by it. He stated that a restrictive covenant is enforceable if it does not offend against reasonableness and public policy.

Nelsons Laundries Limited operates a laundry and dry-cleaning business in Vancouver, B.C. Manning, the defendant, was employed by the company from October 11, 1955, to December 16, 1964, when he was discharged for cause from his job as a retail driver-salesman.

While employed by Nelsons, Manning was a member of the Vancouver and District Laundry and Dry Cleaning Salesmen's Union No. 334 (CLC), which was the certified bargaining agent for the retail driver-salesmen, among others. At the time Manning was discharged, there was a collective agreement in force between the union and the company dated May 1, 1964, and to continue in effect until April 30, 1967.

The collective agreement contained the following clause (Section 5 of Art. 9):

The union and each employee covenant and agree with the company that for a period of six (6) months after the termination of the said relationship of Employer and Employee for any cause or reason whatsoever, the Employee will not either himself or for any other person, firm, corporation or association, either directly or indirectly, wait on, call on or solicit patronage, trade or custom for laundry, dry-cleaning work or any services rendered by the Company, from any one of the patrons, customers or agents of the Company with whom the employee may have dealt during his service with the Company.

Following his discharge, Manning solicited business from some of the customers whom he had served during his employment with

Nelsons—and he asserted his right and intention to continue to do so. The company applied to the Court for an injunction to restrain Manning from soliciting these "patrons, customers or agents" until trial of the action.

Manning contended that he was not a party to the collective agreement between the union and the company, and was not bound by its terms. To support his contention, he cited, among others, the case of *Young v. Can. Nor. Railway* (1931) 1 WWR 41, (1931) AC 3, 100 LJPC 51, 37 CRC 421, affirming (1930) 1 WWR 446, 38 Man R 485, 36 CRC 3399.

Mr. Justice Dryer noted that in the *Young* case, the appellant, who had been employed as a machinist by the railway company, sued his former employer in an effort to enforce a provision of a document called "Wage Agreement No. 4," the parties to which were the Canadian railway war board, and division No. 4, railway employees department, American Federation of Labour, of which union *Young* was not a member. This Wage Agreement No. 4 was evidently somewhat similar to what is now termed a collective agreement. The Judicial Committee of the Privy Council (at p. 52) held that:

(a) the true question was "whether... the contract for service which existed between himself and the railway company included terms by which the railway company either bound itself to the appellant to observe the provisions of Wage Agreement No. 4, or bound itself to the appellant to observe provisions similar to those contained therein," and

(b) the fact that the railway company had applied the provisions of Wage Agreement No. 4 to all its employees did not necessarily indicate that it was contractually bound to the plaintiff because it may have done so simply as a matter of policy; and (at pp. 53-4)

(c) "When Wage Agreement No. 4 is examined, it does not appear to their Lordships to be a document adapted for conversion into or incorporation with a service agreement, so as to entitle master and servant to enforce *inter se* the terms thereof. It consists of some 188 'Rules', which the railway companies contract with Division No. 4 to observe. It appears to their Lordships to be intended merely to operate as an agreement between

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

a body of employers and a labour organization by which the employers undertake that as regards their workmen, certain rules beneficial to the workmen shall be observed. By itself it constitutes no contract between any individual employee and the company which employs him. If an employer refused to observe the rules, the effective sequel would be, not an action by any employee, not even an action by Division No. 4 against the employer for specific performance or damages, but the calling of a strike until the grievance was remedied."

In the opinion of Mr. Justice Dryer, the passage last quoted contains two ideas: (1) that Wage Agreement No. 4 was not "adapted for conversion into or incorporation with a service agreement;" and (2) that "if an employer refused to observe the rules the effective sequel would be, not an action . . . but the calling of a strike . . ."

In Mr. Justice Dryer's view, it is difficult to determine whether these two ideas are intended to be dependent one upon the other, i.e., whether their Lordships held that Wage Agreement No. 4 was not adapted for conversion into or incorporation with a service agreement because of its form and content, or whether they so found because of the principle embodied in the later statement that the agreement was not enforceable in the courts.

If their finding, Mr. Justice Dryer continued, was based upon the form and content of Wage Agreement No. 4, it would have no application to the case at bar, since, in his opinion, the form and content of the collective agreement in the case at bar was such that it could be adapted for incorporation with a service agreement. In fact, very few of its provisions were unsuitable for that purpose.

If, on the other hand, the finding of the Judicial Committee of the Privy Council in the *Young* case that Wage Agreement No. 4 was not "adapted for conversion into or incorporation with a service agreement" was based upon something outside Wage Agreement No. 4, which lead them to say "if an employer refused to observe the rules the effective sequel would be not an action . . . but the calling of a strike . . .," its application to the case at bar needs to be further considered. The principle there stated was then current and had been stated earlier by Fullerton, J.A. of the Manitoba Court of Appeal in dealing with the same case when he said at p. 451:

I am satisfied that so-called wage agreements entered into between workmen's unions and employers are never intended by the parties to be legally enforceable agreements. If employers do not live up to the terms of their agreements, their workmen may apply for a Board of Investigation under the Industrial Disputes Investigation Act, RSC, 1927, ch. 112 (now the

Industrial Relations and Disputes Investigation Act, RSC, 1952, ch. 152) and failing a satisfactory adjustment may go on strike, but in my opinion they cannot enforce the terms of such agreements through the Courts.

It is to be noted, Mr. Justice Dryer added, that this principle is based upon the proposition that the parties to "wage agreements" did not intend them to be enforced "through the courts." This is not the case today. Since enactment of legislation providing machinery for negotiation and filing of collective agreements, and penalties for failure to observe them, and the development of industrial relations practices thereunder, collective agreements have become and are accepted as agreements which do create obligations enforceable at law. (*Hume and Rumble Ltd. and Peterson Elec. Const. Co. v. Local 213 of Int. Brotherhood of Elec. Workers* (A.F. of L.) (L.G. 1954, p. 1300).

The concept that the parties to collective agreements did not intend them to be enforced in the courts is more readily understood when one realizes that at that time, before the enactment of labour relations legislation had provided a new statement of public policy, a trade union might still be considered to be, at law, an illegal society incapable because of its illegality of maintaining an action in court, and a collective agreement might still be considered to be, at law, an unreasonable restraint of trade and hence unenforceable: *Polakoff v. Winters Garment Co.* (1928) 62 OLR 40.

Mr. Justice Dryer stated further that he was by no means satisfied that collective agreements cannot be enforced, in the absence of an express agreement to the contrary, by and against the employees covered by them.

The legislation referred to provides for certification of trade unions upon proof of representation by them of a majority of the employees concerned, and it empowers trade unions so certified to bargain on behalf of employees in the bargaining unit, whether they are members of the union or not. This was not the case in 1931. It may have been appropriate then to leave a non-member with no remedy, as is suggested by the Judicial Committee of the Privy Council at p. 54 of their judgment, but it would not be so today.

Since the enactment of such legislation, it has come to be accepted that a collective agreement is entered into by a union on behalf, not only of itself, but also of the employees it represents. This community of obligations is recognized in secs. 20 and 21 of the Labour Relations Act, RSBC, 1960, ch. 205, but also exists quite independently of specific legislative provisions, and if, as agent for employees represented by it, a union commits them to do or refrain from doing any act after their employment is terminated, the law should enforce performance.

Mr. Justice Dryer concluded that in view of the wording of Sec. 5 of Art. 9 of the collective agreement (already quoted), it would be difficult to argue successfully that the parties did not intend this agreement to impose obligations and rights on the employees concerned.

The company contended that, apart from other considerations, Manning was bound by the restrictive covenant in question by reason of the provisions of Sec. 20 of the Labour Relations Act.

As to Manning's contention that he was no longer an employee, the company claimed that the obligation to perform this restrictive covenant was taken on by Manning while he was an employee, and if rights or obligations attach to an individual while he is an employee, they continue after employment ceases to the extent required by the exercise of performance of such rights or obligations.

In Mr. Justice Dryer's view, there is much to be said for this point of view. To arrive at a decision in this case, however, it was not necessary to decide whether a collective agreement as such is enforceable against the employees as distinguished from the union. The question before the court was rather whether the contract of service between the company and Manning contained the term of Sec. 5 of Art. 11 of the collective agreement. In Mr. Justice Dryer's view, it did, at least by implication. In *Scammell and Nephew Ltd. v. Ouston* (1941) AC 251 it was stated:

The object of the Court is to do justice between the parties, and the Court will do its best, if satisfied that there was an ascertainable and determinate intention to contract, to give effect to that intention, looking at substance and not mere form.

In the case at bar there was a contract of service between the company and Manning. The question was, What were its terms? In the absence of some evidence to indicate a contrary stipulation, Mr. Justice Dryer found that the terms were those of the collective agreement that dealt with the rights and obligations that were to subsist between the employer and the employee.

The defendant, Manning, contended that the restrictive covenant was void because:

(a) it was unreasonable; and (b) it was too vague.

In the opinion of Mr. Justice Dryer, good consideration for the restrictive covenant can be found in the employment and in the interest of each employee in his right to succeed to other routes.

The restrictive covenant prohibits the defendant from soliciting the patronage of the patrons, customers or agents of the employer with whom he "may have dealt during his service with the company." This, in Mr. Justice Dryer's view, was not a vague provision and it did not contain the element of ambiguity; further, the covenant in the case at bar was not unreasonable. The provision was limited to the customers of the company with whom Manning did business during his term of employment; and the covenant was limited to a period of six months.

There can be no doubt, Mr. Justice Dryer continued, that the personal relationship existing between a driver-salesman and the persons on whom he calls can effect the transfer of business to a new employer if the driver-salesman changes his place of employment. If other factors, such as quality of laundering, are equal, the personal relationship could be decisive. Such a transfer would be damaging not only to the employer but also to the remaining employees who have a right under their collective agreement to transfer to the route in question.

Regarding the question of public interest, Mr. Justice Dryer could not see how it could be injuriously affected by this restrictive covenant. There was no suggestion that there was a shortage of persons ready, willing and able to be employed by the company to service the customers in question.

Mr. Justice Dryer, in allowing the company's motion to enforce against an employee of the company a restrictive covenant in the collective agreement made between the company and the union of which the employee was a member, ordered the defendant, Manning, to restrain from soliciting "patrons, customers or agents" as provided in the collective agreement. *Nelsons Laundries Ltd. v. Manning* (1965) 51 WWR, Part 8, p. 493.

The Act, however, gives anyone on whom an assessment levy has been made the right to appeal to special tribunals set up for that purpose.

Hearings before the tribunals are in private unless the tribunal decides, at the request of the appellant, to hold a public hearing. Both the appellant and the board against which the appeal is made may attend the appeal and be represented by a lawyer or other person.

Industrial training boards set up in Britain under the Industrial Training Act 1964 (L.G., 1963, p. 238) are empowered to raise a levy from employers in their respective industries to provide the means to meet their administrative costs, relieve the cost of training for employers by paying grants to those whose training conforms to the standards laid down by the boards, and to further education of which they approve.

# Recent Regulations, Federal and Provincial

*First regulations under new Canada Labour (Standards) Code issued by the federal Government. Nova Scotia revises new general minimum wage order concerning standards of overtime*

The first general regulations to be issued under the Canada Labour (Standards) Code, established a minimum wage of \$1 an hour for employees under 17, and prescribed the conditions for averaging hours of work in the federal industries. They also set out requirements with respect to deductions for board and lodging, annual vacations, and general holidays.

A new general minimum wage order in Nova Scotia made no change in rates, but permits employers to pay one and one-half the minimum rate, rather than one and one-half the regular rate, for hours in excess of 48 in a week until a further order of the Minimum Wage Board.

Other new regulations increased minimum wage rates for employees in industrial camps in Alberta, and for taxicab drivers in Manitoba.

## Canada Labour (Standards) Code

General regulations under the Canada Labour (Standards) Code, the labour standards law applying to employment in industries under federal jurisdiction that became effective July 1, prescribe the conditions for averaging hours of work, and deal with a number of other matters relating to the minimum wage and the requirements regarding annual vacations and general holidays.

They also name the medical, dental, architectural, engineering and legal professions as professions to which the Act will not apply. The regulations, the first to be issued under the new Code, were approved June 18 and gazetted June 25.

### Hours of Work

The general rule in the Code is that hours of work in excess of eight in a day, and 40 in a week, must be paid for at the rate of one and one-half times the regular rate of pay. Where the nature of the work necessitates irregular distribution of an employee's hours of work, and averaging is allowed in accordance with the regulations, the hours of work for which an overtime rate has to be paid are not calculated on a daily or weekly basis, but at the end of the averaging period.

Averaging is permitted for (1) employees who do not work regularly scheduled daily or weekly hours and (2) employees who work regularly scheduled hours that vary in number from time to time.

Where these circumstances prevail, an employer may select an averaging period of 13 weeks or less, and the standard hours of work (being the hours for which the regular rate of pay may be paid) are the number of weeks so selected, multiplied by 40 (520 for a 13-week period).

An overtime rate of one and one-half times the regular rate must be paid at the end of the averaging period for all hours worked in excess of standard hours. Any hours for which an employer has already paid a premium rate of at least one and one-half times the regular rate, by virtue of custom or agreement, may be deducted from the hours for which he is required to pay the overtime rate under these regulations.

The total hours that may be worked by an employee in an averaging period are the product of the number of weeks in the period multiplied by 48 (624 for a 13-week period). Under Section 9 of the Act, the Minister of Labour may, by permit, authorize longer hours to be worked than the maximum for the period, and under Section 10, the maximum may be exceeded for emergency work.

In calculating the number of hours an employee has worked in the averaging period, if he has been granted a general or other holiday with pay or a day of annual vacation in the period, these are considered as days worked. The number of standard hours and the number of total hours in the averaging period are reduced by eight hours for every such day (by not more than 40 hours for a full week of annual vacation).

When termination of employment takes place during an averaging period, an employee is not entitled to overtime pay if he has terminated his employment of his own accord. If his employment has been terminated by the employer, he is entitled to overtime pay for any hours worked in excess of an average 40-hour week over the period he has worked. Thus the averaging period becomes, for the purpose of calculating overtime in these circumstances, that part of the averaging period he has worked.

To adopt an averaging period of 13 weeks or less, an employer does not require approval, but must notify the Director of Labour Standards, Department of Labour, Ottawa, of the averaging period he has adopted. If he requires a longer period than 13 weeks to provide for the period in which fluctuations take place—for example, 26 or 52 weeks—he has to obtain the approval of the

Minister of Labour for the length of the averaging period. The same conditions will apply as to a period of 13 weeks or less.

Where an employer has adopted an averaging plan for the purposes of meeting the requirements of Part I of the Act, he is required to post clear information concerning the plan in effect in a place where it may be seen by the employees affected.

The one-day's-rest-in-seven rule laid down in the Code need not be applied during an averaging period. The regulations further provide that when hours in excess of 48 in a week are permitted under Section 9 of the Act, the permit may allow an exception from the rule and may prescribe alternative periods of rest.

### **Employment of Persons Under 17 Years**

The Code provides that boys and girls under 17 years of age may be employed in federal industries only as permitted by regulations. The regulations authorize the employment of persons under the age of 17 years as long as such a person is not required to be in attendance at school under the laws of his province, and the work in which he is to be employed is not carried on underground in a mine, or in contravention of the Explosives Regulations, the Atomic Energy Control Regulations, or the Canada Shipping Act, relating to persons of his age, or is not work that is likely to be injurious to his health or to endanger his safety.

Night work (that is, work between 11 p.m. and 6 a.m.) is not permitted for employees under 17.

The minimum wage rate that must be paid to an employee under 17 is \$1 an hour, unless a lower rate is authorized because he is being trained on the job.

### **Employees Being Trained on the Job**

The minimum wage of \$1.25 an hour required by the Act, or \$1 an hour required by the regulations for persons under 17, will not apply to registered apprentices who are being paid in accordance with a schedule of rates established under a provincial apprenticeship Act.

In the case of other training plans, if the employer establishes to the Minister's satisfaction that the employees are being given training by a qualified person in preparation for employment at a higher rate than the minimum established by the Act, a rate less than the minimum rate may be paid, so long as the rate being paid is considered appropriate by the Minister.

### **Value of Board and Lodging**

The monetary value to be placed on any board, lodging or other remuneration, excepting money received by an employee in re-

spect of his employment, is to be the amount agreed upon between the employer and the employee; but where there is no agreement, the Minister may determine the amount, and he may also determine the amount where he finds that the amount agreed upon unduly affects the wages of the employee.

Where board or lodging, or both, are provided by or on behalf of an employer, and the arrangement is accepted by the employee, the amount by which the minimum wage may be reduced for any pay period is not to exceed 50 cents for each meal, and 60 cents for each day's lodging.

### **Method of Calculating Normal Pay**

The general principle is laid down in the Code that, for a general holiday, an employee is to receive his normal pay. In the case of an employee whose wages are calculated on a daily or hourly basis, it is to be at least the equivalent of his regular rate of wages for his normal hours of work and, in the case of an employee not paid on a time basis, at least the equivalent of the wages he would have earned at his regular rate of wages for his normal working day.

The regulations lay down two rules, either of which may be applied, for determining what is normal pay where there is difficulty in making the determination: (1) it may be either the average of an employee's daily earnings, exclusive of overtime for the days he has worked in the four-week period immediately preceding the general holiday; or (2) an amount calculated by a method agreed upon under, or pursuant to, a collective agreement.

### **Annual Vacations**

The regulations respecting annual vacations are substantially the same as those in effect under the Annual Vacations Act that was repealed when Part III of the Code came into force (L.G. 1958, p. 1159).

A new provision modifies the general rule in the Code that an employee is to receive his vacation pay at least one day before the beginning of his vacation. The regulations now provide that where it is the custom to pay vacation pay on the regular pay day during or immediately following the vacation, the employer may continue to do so.

### **Alberta Labour Act**

A new order governing hours of work and minimum wages for workers in the lumber and logging industry, highway construction, and day labourers' camps in rural districts, has been issued by the Alberta Board of Industrial Relations. The order was gazetted on June 15 as Alta. Reg. 288/65 and came into force July 1. It replaces Alta. Reg. 531/62.

Under the new order, the minimum hourly rate has been increased from 75 cents to 85 cents, effective July 1, with provision for further increases to 95 cents on January 1, 1966, and to \$1 on July 1, 1966 to bring rates up to those set in the General Order (180/65).

In line with previous practices, employees in camps are permitted to work longer hours at straight-time rates than employees in urban centres, but the monthly maximum is to be reduced from 208 hours to 191, effective January 1, 1966 when the 44-hour standard week goes into effect throughout the province. The maximum daily limit at straight-time rates remains at 10 hours.

The maximum amounts that may be deducted from the minimum wage for board and lodging, furnished as part payment of wages, have also been increased to those set in the General Order and are as follows: \$6 for 21 meals in a seven-day week; \$5.25 for 18 meals in a six-day week; 35 cents for single meals; \$3 for a full week's lodging; and 50 cents per day for lodging for less than one week.

#### **Manitoba Construction Industry Wages Act**

In Manitoba, a schedule setting minimum wages and maximum hours at regular rates for employees in the heavy construction industry was gazetted as Man. Reg. 47/65 on June 12 and went into force on July 1.

The minimum now payable throughout Manitoba for crane operators hoisting on building construction and demolition is \$2.25 an hour. Mechanics and welders on heavy equipment and dragline, shovel, backhoe, clamshell, grade-all and piledriver operators must be paid at least \$1.80 an hour. Truck drivers and operators of equipment and tractors with attachments not otherwise specified are to receive at least \$1.50 an hour. A minimum of \$1.40 an hour is set for labourers and other persons working in unclassified jobs. The minimum for watchmen and flagmen is \$1.05 an hour.

The above minimum rates are based on a regular work week of 60 hours and time-and-one-half the regular rate must be paid for all hours worked in excess of the standard weekly hours. After November 1, 1965 employees in Metropolitan Winnipeg will be entitled to the overtime rate after 48 hours in a week.

#### **Manitoba Taxicab Act**

A regulation under the Manitoba Taxicab Act, increasing the minimum wages of taxicab drivers, was gazetted on June 5 as Man. Reg. 45/65.

Under the new provisions, a driver hired by the week, who regularly works at least nine hours a day for six days in a week, must now be paid a minimum wage of \$45

a week, plus 80 cents an hour for each hour on duty in excess of 54, or 40 per cent of his gross intake for the week, whichever is greater. Previously, the minimum was \$40 a week, plus 75 cents an hour for hours in excess of 54 in a week, or 40 per cent of the gross receipts, whichever was greater.

A driver hired other than on a weekly basis must now receive a minimum of \$2.40 for each day on duty, with an additional 80 cents for each hour in excess of three hours. Formerly, the minimum for drivers in this category was \$2.10 a day, plus 70 cents for each hour in excess of three.

#### **New Brunswick Minimum Wage Act**

The New Brunswick Minimum Wage Board has issued another deferment order for employees in nursing homes and homes for the aged, postponing the application of the minimum wage order for the service industries to these employees until December 31, 1965 pending further study and research.

The minimum wage order for the service industries (No. 5) set a minimum wage of 65 cents an hour, effective January 1, 1965 with provision for an increase to 70 cents an hour on July 1, 1965.

#### **Nova Scotia Minimum Wage Act**

A new General Minimum Wage Order issued by the Nova Scotia Minimum Wage Board was gazetted on June 9 and came into effect on June 19. This Order replaces the General Order gazetted February 10 (L.G. April p. 348).

There has been no change in minimum rates, but the provision requiring the payment of time and one-half the regular rate for hours in excess of 48 in a week has been suspended until further order of the Board. In the meantime, employers are permitted to pay one and one-half the minimum rate for overtime work.

There are also more exemptions from the requirement to pay the overtime rate. Service station operators who, under the Gasoline Licensing Act, must remain open on Saturdays, Sundays, holidays and evenings, are not required to pay the overtime rate for the weeks they are so required to remain open.

Also, watchmen, janitors or building superintendents, and ambulance drivers may be paid at the minimum rate for hours worked in excess of 48 in a week. The overtime rate for transport industry employees required to be away from their home base overnight, is changed from time and one-half the regular rate to time and one-half the minimum rate for hours in excess of 96 in any two consecutive weeks.

The rate for work on a holiday has also been changed to time and one-half the minimum rate rather than time and one-half the regular rate, with the added alternative of time off equivalent to one and one-half times the hours worked on the holiday. Hospital workers, as well as employees in a motel, hotel, restaurant, or tourist industry, may now be paid the straight-time rate for work on a holiday.

The new Order removes the exemption previously granted forest firefighters subject to the Lands and Forests Act, and persons covered by collective agreements, or on whose behalf collective agreements are being negotiated or have been concluded as a result of negotiations conducted in 1965. A new provision specifically excepts salesmen whose hours are not controlled by the employer, and persons employed at a public playground or summer camp operated on a non-profit basis.

The call-in provision has been reworded to provide that the rate payable is the minimum straight-time rate, and to exempt from application of the provision ambulance drivers, firemen, policemen and hospital employees required to work in an emergency.

Under the new Order the ceiling on the maximum number of inexperienced employees in a working force has been raised from 25 per cent to 60 per cent for hotel, motel, restaurant, or tourist resort operators during the summer months. The prohibition against charging employees for the purchase and upkeep of uniforms has been relaxed to permit employers to make charges or deductions from the minimum wage for the cost of dry cleaning uniforms, made of woollen or similar heavy material.

Instead of semi-monthly payment of wages, the new Order provides that wages are to be paid in accordance with the practice of the employment at regular intervals, not exceeding monthly.

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## Labour Day Messages

*(Continued from page 690)*

It becomes increasingly evident that the most essential legislation required by all Canadian labour in this period of time—characterized by economists as days of industrial revolution—is a constructive, positive manpower policy directed to selective training and placement not only of displaced workers, but also of those new recruits coming to the labour field from our schools and colleges.

Organized labour welcomes the introduction of the Canada Labour (Standards) Code as a positive approach to the challenge of automated industry, and stands prepared to co-operate to the fullest extent in implementing the intent of this legislation.

We also appreciate the long overdue Canada Pension Plan, and look forward to the day when the health of all workers and their dependants will be protected by adequate medicare coverage.

Let us then, on this Labour Day, dedicate ourselves to continue to work together, through joint discussions and consultations at all levels, to obtain for our people those things they most earnestly desire—security of employment and an adequate standard of living above all.

## National Incomes Commission

*(Continued from page 706)*

arguments against an attempt to break up the existing national negotiating machinery, which effectively determines increases for some 3,000,000 workers.

The Commission thinks that the Engineering Employers' Federation was probably right in claiming that the alternative to the settlement was an industrial dispute of major proportions leading to a Court of Inquiry and a compromise, and that this might have been even less satisfactory in the national interest than the settlement that was actually made.

The Commission says that it wishes to remove misunderstanding about its attitude to a reduction in the hours of the standard work week. It points out that such a reduction is undoubtedly one of the ways in which the workers can claim their rightful share in the growth of national productivity, but it is in itself a claim for higher wages per hour worked. As such it should follow the incomes policy rules that are applicable to all claims for wage increases.

(Two earlier reports released by the British National Incomes Commission were reviewed in the July and October 1963 issues of the Labour Gazette.—ED)

# Monthly Report of Placement Operations of the National Employment Service

*Number of placements in June was 113,900, an increase of 4.4 per cent over June 1964, and 4.8 per cent above June averages in past five years. Second highest total for June since 1945*

Placements of workers by local offices of the National Employment Service in June numbered 113,900, an increase of 4.4 per cent over June, 1964. This was the second highest June total since 1945, and 4.8 per cent above the average for June in the previous five years.

While the total of placements reported was the same as in the previous month, June this year contained two more working days than May. When allowance is made for this, there has been no change in the usual pattern of placements in June over May.

The regional distribution of June placements, and the percentage change from June 1964 were:

Atlantic .....	8,000	.....	+ 0.8
Quebec .....	26,000	.....	- 6.2
Ontario .....	38,400	.....	+ 5.5
Prairie .....	24,100	.....	+ 6.7
Pacific .....	17,300	.....	+20.0
CANADA .....	113,900*	.....	+ 4.4

The large percentage increase in the Pacific region reflected a high level of placement activity in the manufacturing, construction and agricultural sectors.

Regular placements (those with an anticipated duration of more than six working days) totalled 81,000, an increase of 6.5 per cent over the June 1964 figure. The proportion of regular placements to all placements increased to 71.0 per cent from 69.6 per cent in June 1964.

The cumulative total of all placements for the first half of 1965 totalled 562,000, an increase of 4.5 per cent over the same period in 1964. This is the second highest figure for the period since 1945.

The regional distribution of cumulative totals, and the percentage change from 1964 were:

Atlantic .....	41,000	.....	+ 1.7
Quebec .....	157,400	.....	- 3.0
Ontario .....	193,100	.....	+ 6.1
Prairie .....	104,700	.....	+ 4.7
Pacific .....	65,700	.....	+22.8
CANADA .....	562,000	.....	+ 4.5

Male placements at 79,300, increased by 6.5 per cent over June 1964. Regular placements of men increased by 9.7 per cent and accounted for almost the entire gain in total placements.

Regional distribution of male placements, and the percentage change from 1964 were:

	June 1965		January-June 1965	
Atlantic ..	5,700	+ 3.2	28,500	+ 1.4
Quebec ..	19,000	- 4.8	115,600	- 2.4
Ontario ..	25,900	+ 7.4	132,200	+ 8.6
Prairie ....	17,600	+ 8.7	73,500	+ 6.2
Pacific ....	11,200	+28.1	44,700	+31.0
Canada	79,300*	+ 6.5	394,500	+ 6.2

Female placements amounted to 34,500, virtually unchanged from June 1964. Increases were recorded in Ontario, Prairie and Pacific regions, but offsetting decreases in the Atlantic and Quebec regions produced a reduction of 0.3 per cent.

The regional distribution of female placements, and the percentage change from 1964 were:

	June 1965		January-June 1965	
Atlantic .....	2,300	-4.6	12,600	+2.4
Quebec .....	7,000	-9.6	41,900	-4.5
Ontario .....	12,600	+1.8	60,900	+1.1
Prairie .....	6,600	+1.7	31,200	+1.2
Pacific .....	6,100	+7.5	20,900	+8.3
Canada ..	34,500*	-0.3	167,500	+0.6

Placements involving the movement of workers from one area to another totalled 5,100, unchanged from June 1964.

Employers notified the local offices of the National Employment Service of 145,000 vacancies in June. This was an increase of 7.5 per cent over June 1964, and 14.7 per cent over the average for the month during the previous five years.

The increase in demand was common to all regions except Quebec, and applied to jobs for both male and female workers. The 96,400 vacancies for men was an increase of 10.1 per cent over the total for June last year, and the 48,600 female vacancies was an increase of 2.9 per cent. The cumulative total for January-June 1965 was 745,600. This was an increase of 6.7 per cent over the corresponding period in 1964, and the highest number recorded for any comparable period since 1947.

\*Imbalances are the result of rounding.

## Monthly Report on Operation of the Unemployment Insurance Act

*At end of May, total of claimants for benefits was 8 per cent smaller than total year earlier. Number of initial, renewal claims during month was 11,900 below total in May last year*

Claimants for unemployment insurance benefit on May 31 numbered 229,500, a figure about 20,000, or approximately 8 per cent, below the total a year earlier. The total on April 30 was 462,900, of whom 145,100 were seasonal benefit claimants. The May 31 figure represents regular claimants only, since seasonal benefit was not payable to persons who became unemployed after May 15.

Both this year and last year, women made up a third of the May 31 total. This is a marked change from the end of April, when a quarter of the claimants were women. The decline in the proportion of male claimants during May is associated with the seasonal increase in activity in sections of the economy, such as construction, where employees are almost all men.

### Initial and Renewal Claims

There were 93,300 initial and renewal claims during May, compared with 105,200 a year earlier. In April the total was 150,800. The decline during May is partly attributable to the cutting-off of seasonal benefit payments in the middle of the month.

About 75 per cent of the new claimants during May, compared with 70 per cent in April, were persons who had become unemployed during the month.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 324,300 for May, 435,300 for April and 340,300 for May 1964.

Benefit payments amounted to \$31,700,000 in May, \$43,300,000 in April and \$33,100,000 in May 1964. Part of the decline in May was due to the termination of seasonal benefit payments on May 15.

The average weekly payment was \$24.40 in May, \$24.87 in April and \$24.33 in May 1964.

### Insurance Registrations

On May 31, insurance books or contribution cards had been issued to 3,241,645 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 342,297, an increase of 1,326 since April 30.

### Enforcement Statistics

During May, 9,703 investigations were conducted by enforcement officers across Canada. Of these, 6,594 were spot checks of claims to verify the fulfilment of statutory conditions, and 583 were miscellaneous investigations. The remaining 2,526 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 244 cases, 78 against employers and 166 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,005.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled \$30,743,-561.80,† compared with \$26,498,308.44† in April, and \$28,647,547.72 in May 1964.

Benefits paid in May totalled \$31,697,-100.37,† compared with \$43,320,042.62† in April, and \$33,117,216.60 in May 1964.

The balance in the Fund on May 31 was \$22,721,490.23,† on April 30 it was \$22,037,-228.40,† and on May 31, 1964, there was a *debit* balance of \$30,658,443.93.

\* These do not necessarily relate to the investigations conducted during this period.

† All figures for May and April 1965 are taken from an interim statement, and are subject to amendment.

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A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2472, March 11, 1965

(Translation)

**Summary of the Main Facts**—A claim for benefits was filed by the claimant on August 28, 1964. He had last worked as a labourer from March 1964 to August 19, 1964. He stated that he had stopped working because of the strike, had unsuccessfully tried to cross the picket line, had stopped paying his union dues, and now belonged to the *Comité de bonne entente*, or goodwill committee.

There was no collective agreement in effect between employer and union when, on January 23, 1964, the union was recognized by the Labour Relations Board (*Commission des Relations Ouvrières*) of the Province of Quebec as the negotiating agent for all wage-earning employees of the company except office employees, foremen and employees of higher standing. Negotiations were started, but when they failed to achieve results, the trade union requested and was granted the help of a Department of Labour conciliator.

On August 18, 1964, the employer notified the union that he would not be present at the meeting slated for August 20, 1964 because the union no longer represented the majority of employees. The employer said he had discovered that 88 out of the 106 employees concerned were no longer trade union members, but belonged to the *Comité de bonne entente*, or goodwill committee, and that it would therefore be unrealistic to pursue negotiations. The union accused the employer of having set up this goodwill committee with the help of his foremen.

On August 20, 1964 a picket line was formed in front of the employer's plant by local union members who were joined by unionists from outside. The picket line was eventually supported by all employees of the company except the night watchman and the owner, and there was a complete stoppage of work.

The insurance officer disqualified the claimant as of August 23, 1964, under Section 63 of the Act, ruling that he had lost his employment by reason of a stoppage of work attributable to a labour dispute at the factory where he was employed, and that consequently he did not meet the exception requirements.

The claimant appealed to a board of referees on the ground that he had in no way taken part in the labour dispute, and that he, as well as most of his fellow workers, were not interested in the labour dispute and its results, because only 16 of the 106 employees concerned could be held responsible for the work stoppage.

The insurance officer considered that since work had been substantially resumed on September 16, 1964, the claimant's disqualification ended on September 15, 1964.

The board of referees ruled that the work stoppage in this matter could be ascribed to a labour dispute, since it was owing to a breakdown in collective bargaining, and that the claimant had lost his employment because of a stoppage of work caused by a labour dispute. However, the board of referees reached the conclusion that the claimant had fulfilled the conditions of Section 63(2) and therefore could not be disqualified.

The board of referees' decision reads partly as follows:

"...Concerning the first point at issue, the board of referees confirms the officer's decision, and states that the claimant lost his employment because of a stoppage of work resulting from a labour dispute.

"As the aforementioned point at issue was decided in the affirmative, the board of referees must now determine whether or not the insured person can be exempted from disqualification as provided in Section 63(2) of the Act.

"In order to be entitled to benefit, the claimant must establish that he is not participating in, or financing, or directly interested in the labour dispute that caused the stoppage of work, and moreover, that he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage took place.

"The claimant and all those listed in the schedule submitted that they in no way participated in the labour dispute, since they never voted in favour of the strike, and, indeed, never put down their names on a strike voting list, and, since they had never even been called upon to vote on the strike issue they had stopped paying their contributions for three months and had broken with the Union by handing in their resignation to the Union as well as to the Labour Relations Board.

"It is clear that the claimant... did in no way finance the labour dispute and was not directly interested in it, as they did not consider themselves union members.

"The board of referees has no wish to impair the decision which will probably be rendered by the Labour Relations Board, but the board must consider the mass resignation of 80 per cent of the members of the negotiating agent, i.e. the trade union, in order that the claimant's assumption to the effect that he was not interested in the labour dispute be proved by such a mass resignation.

"The attorney has produced a series of documents which have been examined by the board of referees, and he has specifically referred to a photostated document which was sent to the Labour Relations Board bearing written testimony to the resignation of 80 per cent of the union members in May, 1964. Moreover, the claimant... tried on different occasions to break through the picket line and go back to work, but all these efforts resulted in clashes which prevented the claimant... from going back to work.

"Moreover, the employees tried to return to work every day, but could get no further than the picket line which, according to the claimant's assertion, numbered approximately 125 men; out of them about 15 or 16 were former employees of the plant concerned.

"The board of referees does not have to decide whether any pressure was exercised on the union regarding the resignation of members, as this comes under the jurisdiction of the Labour Relations Board which will take the required action, but has to examine only the bare facts, as to whether or not there were actual resignations. As these occurred and served as basis for the injunctions which were allowed in order to break the picket line, according to the exhibits produced, the board of referees concludes that the claimant *et al.*... are not members of the union involved and that, consequently, those 15 or 16 people who participated in the picketing and the labour dispute are not fellow workers of the same class or category as that of the claimant *et al.*... Besides, the massive resignation of union members creates, in fact, a dissolution regarding which the Labour Relations Board of Quebec will have to make a decision...

An appeal to the Umpire was made by the insurance officer on October 20, 1964, in the following terms:

The board of referees made a mistake in deciding that disqualification under section 63 should not be imposed since section 63(2) of the Act applied.

The provisions of section 80(2)(a) of the Act applied to the present case as the present appeal was made within 21 days following the date on which the board of referees rendered its decision on the grounds that the claimant should be disqualified under section 63 of the Act...

The reasons given by the insurance officer for the appeal are as follows:

...The board of referees has wrongly decided that the claimant met the requirements of section 63(2) of the Act.

The questions involved regarding the signature of a first collective agreement and the right of the union ... to negotiate were liable to affect the employment of the claimants and their working conditions, since the union ... was the negotiating body recognized by the Labour Relations Board to represent the claimants for the period concerned.

The Umpire has often maintained that a claimant was directly interested in a labour dispute whenever his working conditions were liable to be affected by the settlement of the dispute (CUBs 1514, 1521A, 2032), whether or not he is a union member, in favour or against the possible changes, or just indifferent (CUB 2032). Also, the choice of a particular labour union as a negotiating agent and representative constitutes a working condition and an element liable to affect working conditions (CUBs 1136, 1448).

Under these circumstances, the board of referees erroneously concluded that the claimant had proved a lack of direct interest in the labour dispute on his part and on that of his fellow workers of the same grade or class who were employed at the same place immediately before the work stoppage.

With regard to the participation in the labour dispute, it must be pointed out that the only evidence of disorder or violence was in connection with the incidents which occurred on September 3, 1964, i.e. two weeks after the beginning of the work stoppage which meant a complete standstill of activity for all employees.

Moreover, the evidence on file indicates that the employees were split in two groups with opposite views. The claimants concerned were the majority group, which had formed the so-called "goodwill committee" which was trying to take away from the union ... its right to negotiate, which the latter had obtained and was defending.

The dispute thus affected relations, not only between employer and employees, but also between the two groups of employees, and under these circumstances, it would seem that the board of referees erroneously concluded that the claimant had proved non-involvement in the dispute on his part and that of his co-workers of the same grade or class who were employed on the same premises immediately before the commencement of the stoppage of work.

As the claimant has not proved that he met with all the requirements of section 63(2) of the Act ... the decision of the board of referees should be revoked and the decision of the insurance officer reinstated.

In a submission dated 1 December, 1964, the attorney representing the claimants requested a hearing and made the following observations, among others.

In his appeal to the Umpire, the insurance officer puts forth motives regarding which we feel it is our duty to point out certain errors or inaccuracies liable to confuse the present issue, e.g.:

Towards the end of paragraph 2 of his motives for appeal, the insurance officer states that "The union has accused the employer of having set up the goodwill committee together with his foremen."

The Union may have brought up this accusation, which is, however, entirely unfounded. Moreover, in the request presented by the workers and asking for the decertification of the Union, it is clearly mentioned and proved that the employees had resigned from the Union of their own free will as they had not been represented according to their wishes and disapproved of the violent tactics of the union organizers, and that the company had not influenced them in any way. Besides, the company had twice met with union representatives after three-quarters of the employees had left the union, which proves that the company had no hand in the paid resignation.

At the end of paragraph 2 of his motives for appeal, the insurance officer also states: "And the picket line was observed by all the employees of the company, except by the night watchman and the owner."

This allegation is utterly wrong. In fact, neither the directors of the company, nor the office staff, the foremen, all the employees of the company, the customers or the delivery-men observed the picket line. However, it was impossible to pass the picket line which resorted to physical means of coercion, if necessary. This was clearly proved to the Unemployment Insurance Commission in Shawinigan as well as the board of referees.

All the employees mentioned on this list of appeal are, without exception, ready to give evidence before the Umpire in Ottawa, and to testify that they neither wanted nor acknowledged the picketing in any form, that they attempted to return to work, but were restrained by brute force and most serious threats.

At the beginning of paragraph 9 of his motives for appeal, the insurance officer states that the workers had attempted to return to work only on September 3, 1964. This again is quite erroneous. The employees involved in the present appeal had tried to return to work every day,

and one day even several times. Supporting evidence to this effect was given to the Unemployment Insurance Commission. Regarding 3 September, 1964, there is evidence of another kind, as the employees were filmed when attempting to return to work, some picketers being clubbed on that occasion.

(The claimants) hereby wish to make a request for a hearing before the Umpire in Ottawa, while further asking that the Umpire uphold the decision of the board of referees of the Unemployment Insurance Commission of Shawinigan, and that unemployment insurance benefits be granted.

The claimants' lawyer concluded as follows:

It is respectfully submitted that this concerns not so much a labour dispute as picketing that was meant as a coercive means to force the employees to join the union. Therefore, this is a dispute between the union and the employees of a plant. Now, according to the Act, a labour dispute is any dispute between employers and employees, or between employees and employees, that is connected with terms or conditions of employment. We respectfully submit that this is not the case. Therefore, this is not a labour dispute. The employees involved are entitled to benefit.

If, as the Umpire concludes, the matter is to be considered a labour dispute, then the workers involved have the right to receive their insurance benefits for the following reasons:

a) (The claimants) were never the cause of the work stoppage, but rather its victims. So if they are victimized by the work stoppage, they have the right to receive unemployment insurance benefits. In our humble opinion, this argument alone is sufficient to allow their receiving unemployment insurance benefits.

b) According to the provisions contained in paragraph 2 of section 63 of the Unemployment Insurance Act, these employees have the right to draw their unemployment insurance benefits since they have in no way either voted in favor of the strike, nor approved the picketing, nor participated in it, nor financed it directly or indirectly through an intermediary or otherwise. They have, on the contrary, disapproved of the strike and the picketing and have tried every day to return to work, but were prevented from doing so.

c) The picket line was formed by a group of 125 to 150 picketers who were all strangers except a dozen from the company.

d) Serious threats were made with regard to all those who went to work or wanted to go to work.

e) At the start of the picketing, all the employees sent a telegram, which everyone had signed, to the Labour Relations Board, stating that they wanted to go back to their jobs but were stopped from doing so by strangers who formed a picket line. They then asked the Board to break up the picket line immediately and to decertify the union.

f) At the request of the employees, the town council... requested through a sheriff that the headquarters of the Provincial Police... send a police detachment as soon as possible, in order to enforce the right of the employees to return to work, as it was their wish to do.

g) This was in no way an employees' strike against the company, nor a labour dispute, nor a work stoppage willed by the employees.

There may be very few precedents where the Unemployment Insurance Commission has allowed or refused benefit in similar cases, because no identical cases ever occurred before.

Therefore it is recommended that (the claimants) be granted their unemployment insurance benefit and that the unanimous decision rendered by the board of referees... be upheld.

The case was heard by the Umpire at Quebec City, on March 3, 1965.

**Considerations and Conclusions:** The verbal or written representations submitted at the hearing by the claimants' lawyer are based on a feeling of sympathy, which we can only share for those who were deprived by brutal force of their unquestionable right to continue working for an employer and under conditions of their choice. However, the attempt, legal or not, of a small minority of workers to force the hand of their employer or of their co-workers is directly related to the securing of new working conditions, which would consist in the recognition of that minority by the union or in the signature of an agreement with the latter.

According to the evidence filed—and as the board of referees unanimously agreed—this is a labour dispute as mentioned in section 2(j) of the Act, which dispute caused a work stoppage from August 20 to September 15, 1964, inclusive.

Moreover, according to the evidence, the point upon which the insistence and the resistance of the parties are mainly, if not exclusively, focussed in respect of the dispute was the recognition of the union as the negotiating agent for all the employees of the company, "with the exception of the office staff, the foremen and the administrative staff."

Now, it is proved that the claimant did not belong to the class of employees mentioned in the above exceptions. He was, as were all the employees of his class, therefore "directly interested" in the labour dispute according to the interpretation given to that expression in the numerous precedents involving decisions of the Umpire on similar cases. The insurance officer having referred to some of these decisions in his motives for appeal, there is no need to elaborate further.

I therefore rule that the claimant has not proved that he was not directly interested in the labour dispute as required under section 63(2) of the Act. Consequently, he was rightly disqualified by the insurance officer, and it is not necessary to decide whether he participated in, or financed the dispute, because, according to the established jurisprudence, a claimant who is directly interested in a labour dispute, or belongs to a grade or class of workers of which one member is directly interested, should, according to section 63 of the Act, be disqualified, even if he, or any member of his grade or class of workers, has not participated in the dispute or financed it.

For these reasons, I decide to reject the decision of the board of referees and to allow the appeal of the insurance officer.

## Decision CUB 2474, March 11, 1965

**Summary of the Main Facts:** The claimant, filed an initial application for benefit on August 25, 1964, and stated that he had worked as a spot welder at a wage of \$100 a week from May 11, 1964 to August 14, 1964 when he was laid off. The claim was allowed.

He filed a claim as a continuing claimant on October 21, 1964, and stated that he had worked as a labourer for a different Company at a wage of \$1.65 an hour from October 2, 1964, to October 20, 1964. In regard to his separation therefrom, he explained:

I was temporarily laid off from [Company A] in September 1964. While I worked there I had to wear gloves at all times during working hours. In fact I was told by the foreman there, a person would be released from their job if they were caught without their gloves on.

I was hired by [Company B] to work on a temporary job in the shipping department. I was not told exactly how long the job would last, but I believe it would have been for another two weeks from judging the amount of work that has yet to be done.

One day last week the foreman said to me I would probably be able to work easier if I took my gloves off when I was working on smaller materials. Most of the pipe fittings I had to move around were unfinished—therefore the metal was rough and dirty. Because I was used to working with gloves on I just kept on wearing them all the time. The wooden boxes I put the pipe fittings into were also quite rough and one day I did get a splinter in my hand, which had gone through the glove. I did not feel working with gloves on slowed me down at all, but I think the foreman thought it did. It was much safer working with gloves on at all times.

Yesterday, 20 October 1964, the foreman told me to take the gloves off, and that he had told me two or three times before to work without them on smaller fittings; and that if he saw them on me again, he would ask me to leave the job.

This was only the second time he mentioned the gloves, and because of the way he spoke, I told him if he didn't like me to wear the gloves, I would leave the job. He just walked away from me, so I went home and I do not intend to return to the job.

In the confirmation of separation (form UIC 479) the employer stated on October 22, 1964 as follows:

Quit—insisted on wearing gloves when supervisor considered them detrimental to job efficiency.

The local office obtained information from the employer that the job would have ended in the week commencing October 25, 1964.

The insurance officer disqualified the claimant and suspended benefit from October 18, 1964 to October 31, 1964 inclusive, on the ground that the claimant had voluntarily left his employment on October 20, 1964 without just cause (section 60(1) of the Act).

The claimant appealed to a board of referees on November 2, 1964, and said:

... While I was employed with [Company B] I was working in the shipping area. In order to carry out my duties, it was necessary for me to handle all types and weights of castings and fittings.

In the interests of safety and the protection of my hands, from cuts, steel slivers, and wood slivers, I wore gloves provided by the company. [The foreman] requested that I not wear gloves. This was difficult to understand because I was handling metal parts, and he issued me the gloves in the first place.

Finally, [the foreman] stated that I either take the gloves off or he would send me home.

I quit rather than being fired because I have never been fired in my life...

The local office wrote to Company B on November 3, 1964, and requested comments on the statements contained in the above-mentioned appeal of the claimant. The employer's reply of November 4, 1964 included a signed statement by [the foreman], supervisor of shipping, which statement reads:

... It is true gloves are issued to shipping dept. employees for handling large and rough fittings.

In the case in question [claimant] was handling small finished fittings where there was no danger requiring gloves. Actually gloves in this case adversely affect efficiency and for this reason the man was ordered to remove the gloves. [Claimant] had been warned of this on previous occasions...

A board of referees heard the case on November 27, 1964. The majority decision of the board reads:

Claimant appeared along with Mr.—, U.A.W., and in addition, Mr.—, who was the claimant's supervisor in his employment at [Company B]. [Supervisor] brought with him 3 different sizes of parts which were handled by the claimant in his employment. The handling consisted of placing the parts in a bin from a drum of parts after they had been finished. These parts were examined by the members of the board and it is the opinion of the majority that they did not constitute a hazard with regard to the safety angle. It is possible for one's hands to become roughened, etc., by handling them for a period of time, but the same thing might be said of work around one's home or in one's garden. [UAW representative] very ably contended that the whole issue in this case was that of safety regulations as opposed to operating efficiency and his thesis was that the Company was putting efficiency above safety. However, the majority of the board do not feel that the safety regulations in effect at Company [B] are at issue before this board, but whether the man left voluntarily without just cause.

... The majority of the board feel that on the evidence in the submission and the statements of those appearing before the board, it must be accepted that the claimant left his job with [Company B] on 20 October 1964, without just cause.

... The claimant's appeal is disallowed and the decision of the insurance officer is upheld.

The dissenting member of the board of referees stated:

The facts are in the submission and [U.A.W. representative] appeared and presented the claim for the claimant... The supervisor of shipping for [Company B] appeared before the board. [U.A.W. representative] brought out the following information during the session of the board. [Foreman] admitted that other employees wore gloves while handling the same items and were not requested not to use gloves. [Foreman] admitted that when he saw [claimant] wearing gloves, he blew his top and told [him] to work without gloves or be fired. [Claimant] left his job at this point.

[Foreman] brought with him samples of the parts that the claimant was handling. These parts which were made of steel or cast iron had sharp edges and to some degrees were rough. He was required to handle these parts for hours at a time and be handling items of a similar type steadily during his working hours. The chances of cuts, abrasions, and receiving slivers from the bins where these items were placed were quite possible and for a safety factor, the company had issued gloves to the employees to wear while handling the various castings. [Foreman] stated the only reason he asked the claimant not to wear gloves was that he could handle more parts per hour with the gloves off and he was definitely interested in the production of the claimant.

... The claimant did have just cause in leaving his employment with Company [B] because [claimant] was discriminating against him in the area of safety.

... The insurance officer's decision should be rescinded and the appeal allowed.

Local 458, United Automobile, Aerospace, Agricultural Workers of America, of which the claimant is a member, appealed to the Umpire on December 9, 1964. The appeal reads:

We are appealing on the grounds that in our opinion [claimant] quit his job for just cause and not in violation of section 60(1) of the Act and the majority of the appeal board accepted statements from [foreman] that were not facts, which, in our opinion, influenced their finding.

[Foreman] appeared at the hearing. He produced three sample parts which he stated [claimant] was handling on the day he ordered him to remove his glove. The sample parts that were exhibited were not a cross section portrayal of the smaller parts produced by the company. The parts that were exhibited by [foreman] were selected, in our opinion, to strengthen [his] argument that gloves should not be worn.

When [foreman] was questioned as to which of the three samples [claimant] was handling, he stated he did not know. When it was pointed out to [foreman] and the board that this evidence should be disregarded because of his failure to identify which part [claimant] was handling, [foreman] then stated "I will say he was handling this piece". The piece he arbitrarily selected was the middle sized piece.

[Foreman] admitted to the board, when questioned, that other small parts handled by [claim-

ant] and other employees, were rough, had threaded ends, such as pipe fittings, etc.

[Foreman] informed the board that if [claimant] had removed his gloves he would still be working at [Company B]. This statement is contrary to the last paragraph of Exhibit 2 in the submission to the board of referees which states: "The local office obtained information from the employer that the job would have ended in the week commencing 25 October 1965. (sic).

[Foreman] admitted that other employees wore gloves while handling the same type of parts.

We believe the majority of the board should have considered the facts as outlined above more seriously.

We believe that [claimant] quit his job with just cause. Had he continued to wear his gloves and been dismissed he would still have been disqualified under section 60(1) of the Act for losing his job or employment by reason of his own misconduct.

The case was heard by the Umpire in Toronto, Ontario, on February 12, 1965. The claimant was represented by Mr. L. E. Jaques, of the aforementioned union, and the Commission by Mr. P. Bozowsky, one of its solicitors.

**Considerations and Conclusions:** The relevant part of section 60(1) of the Act reads:

An insured person is disqualified from receiving benefit... if he voluntarily left his employment without just cause.

According to the jurisprudence established by the Umpire in several decisions, when employment is relinquished because of a grievance, a claimant, in order to prove that he had "just cause" for voluntarily leaving his employment, must prove (a) that his grievance is genuine and (b) that he has taken all reasonable means of having it remedied.

In the instant case, the claimant sought to show that his foreman's demands created hazardous working conditions, but the evidence put before the board on this point was inconclusive. Furthermore, although the claimant believed that he was unfairly treated, he did not attempt to take the matter up with the foreman's superior before taking the initiative in leaving.

In view of the foregoing, I consider that the board of referees rightly found that the claimant had failed to discharge the onus of proving he had just cause for voluntarily leaving his employment and, as all the extenuating circumstances which might have existed in this case appear to have been taken into account when the period of disqualification was reduced from six to two weeks, I decide to confirm the board's decision.

The union's appeal is, therefore, dismissed.

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in June

#### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 345 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 236 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 255 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, the St Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	127	\$998,474.00
Post Office .....	8	91,782.22

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The Fair Wage and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made In June

During June the sum of \$7,532.91 was collected from ten contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 150 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in June

### DEPARTMENT OF AGRICULTURE

*Near Melfort Sask:* Matheson Bros Ltd, construction of Melfort Creek project.

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* John Kovacs, exterior painting of bldgs 250, 456 & 457; A Beauclair, exterior painting of metal & wood on bldg 150, NRU reactor; J G Fitzgerald & Sons Ltd, completion of roofing & sheet metal work, computer bldg 508, nuclear laboratories; Murphy & Morrow Ltd, installation of acoustical ceiling tile, suspension system & access panels, computer bldg 508, nuclear laboratories; Ottawa Iron Works Ltd, design, fabrication & erection of metal work, computer bldg 508, nuclear laboratories. *Deep River Ont:* John Kovacs, interior painting of houses & part of hospital; T Wojdacki, exterior painting of houses, garages & sheds, etc.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Halifax N S:* Banfield & Miles Ltd, exterior painting of units, Vets 19 & 19A. *New Glasgow, Stellarton & Trenton N S:* Milligan Bros Ltd, landscaping for houses, Vets 2/48, 1 & 2/48 & 1/48. *Pirrefonds Que:* Mario & Don Ltee, completion of fire damaged bldg, Cloverdale Park. *St Vincent de Paul Que:* Deschenes & Perrault, replacement of doors & soffit repairs, Terrasse Belleville.

*Ville Jacques-Cartier Que:* Atelier de Peinture Inc, exterior painting of Bellerive apts; Mauger & Perreault, interior painting of Belleville apts; North State Paving Reg'd, site renovations for Bellerive apts. *Ville St Laurent Que:* J R Langovisth, interior painting of suites & public areas, Place Benoit.

*Sault Ste Marie Ont:* Downey Building Materials Ltd, supply & installation of porches, Vets 4 & 6. *Toronto Ont:* Leslie L Solty & Sons Ltd, site improvements & planting for high rise apartment bldg, Warden Avenue, FP 9/59. *Windsor & Essex Ont:* Windsor Painting Contractors Ltd, exterior painting of Vets 13/49 & 1/48.

In addition, this Corporation awarded 26 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Pointe Bleue Indian Agency Que:* Marcel Vallee, interior & exterior painting, Pointe Bleue residential school. *Portage la Prairie Indian Agency Man:* H J Funk & Sons Ltd, construction of Portage la Prairie residential school. *Carlton Indian Agency Sask:* Piggott Construction Ltd, construction of cottage dormitories (phase 2), Prince Albert residential school.

*Touchwood Indian Agency Sask:* Holterman Construction, construction of teacher's residence, Muscowequan residential school. *Kootenay Indian Agency B C:* A E Jones Co Ltd, renovations to bathroom, Kootenay residential school. *Kwawkwalth Indian Agency B C:* Basarab Construction Co Ltd, supply & erection of prefabricated school & residence, Kingcome Inlet, Quaae reserve.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Goose Bay (Labr) Nfld:* Delphis Cote Ltd, reroofing of bldg 86, RCAF Station. *Summerside P E I:* Morrison & McRae Ltd, construction of runway 12-30 & taxitracks, RCAF Station; Morin & Plante Cie Ltee, reroofing of hangar 8, RCAF Station. *Aldershot N S:* Bernard Painters Ltd, exterior painting of bldgs, camp. *Cornwallis N S:* Tasco Sheet Metal & Roofing Co Ltd, reroofing of bldg 6, HMCS Cornwallis. *East Chezzetcook N S:* Roy Judge Co Ltd, clearing & grubbing.

*Greenwood N S:* Donn Smith Ltd, supply & installation of metal windows, barrack block 11, RCAF Station; Municipal Spraying & Contracting Ltd, construction of asphaltic concrete overlay on runway, RCAF Station. *Halifax N S:* Nova Scotia Waterproofers Ltd, reroofing of apts, Windsor Park; James F Lahey Ltd, interior painting of bldg S-21, HMCS *Stadacona*; Malach Roofing & Flooring Ltd, reroofing of bldg S-14, HMCS *Stadacona*.

*Chatham N B:* A C Mallet & Fils Cie Ltee, reroofing of leantos, hangars 2 & 3 & bldg 84, RCAF Station; William J Kerr Ltd, grading & seeding, RCAF Station; Modern Construction Ltd, dismantling, moving & re-erection of transportable homes from RCAF Station, St Sylvestre, Que to RCAF Station, Chatham.

*Moncton N B:* Boudreau Sheet Metal Works Ltd, reroofing of bldg 38, RCAF Station; Boudreau Sheet Metal Works Ltd, reroofing of bldg 31, RCAF Station. *Saint John N B:* Maritime Waterproofing & Contracting Co Ltd, exterior renovations to bldg 37. *St Margarets N B:* Byron MacDonald Ltd, interior & exterior painting of married quarters, RCAF Station.

*Bagotville Que:* Ludger Harvey & Fils Ltee, reroofing of bldgs, RCAF Station. *Longue Pointe Que:* Charles Duranceau Ltee, asphalt surfacing of roads. *St Jean Que:* Planned Renovators Ltd, interior painting of barrack blocks, RCAF Station; P M Enterprises Inc, replacing asphalt shingles on bldgs, RCAF Station. *Valcartier Que:* Planned Renovators Ltd, exterior painting of married quarters, camp. *Val d'Or Que:* Evans Contracting Co Ltd, grading, seeding & chemical brush control, RCAF Station.

*Camp Borden Ont:* Windsor Painting Contractors Ltd, exterior painting of bldgs; E S Fox Ltd, removal of watermain, etc; Moxon Contracting Ltd, reroofing of bldg 142; Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *Kingston Ont:* Romac Components, construction of storage bldgs. *Mountain View Ont:* H J Gascoigne Ltd, reroofing of hangar 6. *North Bay Ont:* Semple Gooder & Co Ltd, reroofing of leantos, hangar 5, RCAF Station.

*Petawawa Ont:* Burnley Contracting Co Ltd, exterior repainting of bldgs, camp. *Trenton Ont:* Evans Contracting Co Ltd, grading & seeding adjacent to runway 06-24, RCAF Station; Malach Roofing & Flooring Ltd, reroofing of hangars, RCAF Station. *Uplands Ont:* Morin & Plante Cie Ltee, reroofing of hangars, RCAF Station; Presley Painting & Decorating Co Ltd, interior painting of school bldg 345, RCAF Station.

*Gimli Man:* The Dowse Sash & Door Co Ltd, supply & installation of metal windows & screens, RCAF Station; Stan's Painting & Decorating, exterior painting of steelox married quarters, RCAF Station; Peter Leitch Construction Ltd, construction of control tower bldg & prefabricated bldgs, RCAF Station; B-A Construction Ltd, development of airfield, RCAF Station; Keewatin Electric Ltd, installation of runway approach lighting & electrical distribution system.

*Rivers Man:* Fort Rouge Decorating & Sandblasting Co, repainting of roofs, CJATC. *Shilo Man:* Semans Plumbing & Heating Ltd, installation of additional water softener, bldg M 28, camp.

*Cold Lake Alta:* Park-Derochie Ltd, interior & exterior painting of schools & married quarters, RCAF Station. *Edmonton Alta:* Ernest Painting & Decorating Ltd, exterior painting of married quarters, Griesbach barracks. *Namao Alta:* Mannix Co Ltd, reconstruction of aircraft parking apron, RCAF Station.

*Comox B C:* Conniston Construction Co Ltd, seeding, grading & fertilizing, RCAF Station. *Victoria B. C:* Vector Installation Services Ltd, installation of heating & ventilating system, Bay Street armoury.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

## DEPARTMENT OF DEFENCE PRODUCTION

*Cornwallis N S:* D J Lowe Ltd, exterior painting of seven bldgs, HMCS *Cornwallis*; D J Lowe Ltd, exterior painting of various bldgs, HMCS *Cornwallis*. *Dartmouth N S:* Dartmouth Asphalt Co Ltd, asphaltic repairs to roadways, Shannon Park married quarters; Martin & Moore Ltd, painting of stairways, Shannon Park married quarters. *Great Village N S:* Currie E Geldart, erection of safety fence & supply & erection of warning signs, transmitter site.

*Greenwood N S:* Municipal Spraying & Contracting Ltd, asphaltic repairs to runways & taxiways, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to concrete ramps, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to parade square, RCAF Station; Municipal Spraying & Contracting Ltd, asphaltic joint & random crack sealing, RCAF Station; S G Trask & Sons Ltd, repairs to wells 1 & 5, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to parking lots, RCAF Station; Fred T Cleveland, painting of AVM Morphee school, RCAF Station; D J Lowe Ltd, reshingling of roofs, married quarters, RCAF Station; Fred T Cleveland, rewiring & repainting of library, bldg 16, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to roads, RCAF Station.

*Halifax N S:* Maritime Tile Co Ltd, repairs to floors & walls & replacement of fixtures, P & RT centre, HMCS *Stadacona*; Webb Engineering Ltd, renewal of main steam distribution line, jetty 3 tunnel, HMC *Dockyard*; Maritime Asphalt Products Ltd, renewal of floor covering, bldg S-21, HMCS *Stadacona*.

*Mount Uniacke N S:* Canada Gunite oC Ltd, replacement of reservoir, RCAF receiver site. *Shelburne N S:* Thompson's Excavating Ltd, repairs & landscaping of dikes, POL facility, naval support base.

*Camp Gagetown N B:* S R Shears & Sons Ltd, exterior painting of campsite bldgs. *Moncton N B:* Cosman & Co Ltd, roof repairs to bldgs 25, 26, 27 & supply depot 5, RCAF. *St Margarets N B:* Byron MacDonald Ltd, interior repainting of operations bldg, RCAF Station.

*Sherbrooke Que:* Franks Piping Co Ltd, removal of coal burning equipment & installation of oil system, William Street armoury. *Valcartier Que:* Laurent Bedard, exterior painting of bldgs, camp. *Camp Borden Ont:* Disher Farrant Ltd, construction of tank aprons, bldg E120, RCE. *Centralia Ont:* Towland Construction Ltd, rebuilding & resurfacing roadways, RCAF Station; W Besterd Plumbing-Heating Ltd, replacing condensate lines in various bldgs, RCAF Station.

*Downsview Ont:* Frank Ignagni, interior painting of two bldgs, RCAF Station; Lux Painting Co, interior painting of bldg 101, RCAF Station. *Kingston Ont:* R E Harding Ltd, repairs to built-up roofing & flashings on bldg B4, Vimy Barracks; R E Harding Ltd, repairs to built-up roofing & flashings on bldg B15B, Vimy Barracks; Kingston Steeplejack & Building Maintenance, repointing & repairs to stone cracks in exterior walls of Yeo hall, RMC; Amherst Painting & Decorating, exterior painting of bldgs; Joseph Downey & Son, exterior repainting of bldgs.

*North Bay Ont:* Edward M Norrena, installation of troughs for high voltage cable in cc/dc complex. *Petawawa Ont:* John Kovacks, repairs & repainting interior of schools, camp. *Picton Ont:* Maxon Contracting Ltd, repairs to steam distribution system, camp. *Rockcliffe Ont* Cameron & Turner Reg'd, repairs to roofs on various bldgs, RCAF Station.

*Beausejour Man:* Royal Paving Co Ltd, seal coating of roadways, RCAF Station. *Gimli Man:* Aetna Roofing Co Ltd, repairs to hangar lean-to roofs, RCAF Station. *Shilo Man:* Nu-Way Decorating Co, sanding & refinishing of floors in various married quarters, military camp; E C Higgins & Sons Contractors Ltd, construction of concrete block bldgs. *Winnipeg Man* Fort Garrie Painting & Decorating, interior painting, floor sanding & refinishing, RCAF Station. *Penhold Alta:* Homme Decorating (Calgary) Ltd, exterior painting of married quarters & garages, RCAF Station; Border Paving Ltd, sealing & sanding asphalt surface, RCAF Station.

*Chilliwack B C:* McKenzie Bros Construction Ltd, construction of sidewalk, camp; McKenzie Bros Construction Ltd, construction of vehicle wash rack, etc, camp. *Comox B C:* Parry Sheet Metal Ltd, replacing asphalt shingles on various bldgs, RCAF Station; Parry Sheet Metal Ltd, floodcoating roof of hangar 3, etc, RCAF Station; Pacific Sheet Metal Ltd, floodcoating roof of hangar 1, etc, RCAF Station; Acme Commercial Painting, interior painting of hangar 3, RCAF Station.

*Puntzi Mountain B C:* Shamrock Electric Ltd, rehabilitation of power lines & poles, RCAF Station. *Victoria B C:* K J Howe Industrial Painting Ltd, painting exterior trim of bldg 1, The Castle, Tri-Services College, Royal Roads.

In addition, this Department awarded 89 contracts containing the General Fair Wages Clause.

#### *(Catering Services)*

*Connaught Ranges Ont:* Morrison-Lamothe Bakery Ltd, food & service. *Dundurn Sask:* Canada Catering Co Ltd, food services, Dundurn camp.

### DEPARTMENT OF FORESTRY

*Winnipeg Man:* Roziere Construction Ltd, renovations to room 22, forest research laboratory wing & headerhouse, Dept of Agriculture research station.

### NATIONAL CAPITAL COMMISSION

*Ottawa Ont:* A Lanctot Construction Co, construction of premises for NCC information & historical division, 531 Sussex Drive; L J Corkery Ltd, supply & delivery of earth filling to vicinity of Sussex Drive.

### NATIONAL HARBOURS BOARD

*Montreal Que:* J G Fitzpatrick Ltd, reconstruction of wharf sections 5E to 8E. *Quebec Que:* Quebec Engineering Ltd, extension of St Charles River estuary wharf. *Prescott Ont:* Industrial Electrical Contractors Ltd, electrical work for elevator. *Vancouver B C:* Canadian Ice Machine Co Ltd, installation of additional ice making equipment, fishermen's wharf.

## DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Prince Edward Island National Park P E I:* Univex (Canada) Ltd, construction of pumphouse & electrical distribution system, Rustico Island. *Grand Pre National Historic Park N S:* Balsor Construction & Landscaping, shrub & tree planting.

## POST OFFICE DEPARTMENT

This Department awarded 44 contracts containing the General Fair Wages Clause.

### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Ashbridge's Bay Ont:* Simon Carves of Canada Ltd, supply & installation of sewage sludge incineration equipment for main treatment plant. *Toronto Ont:* Schwenger Construction Ltd, construction of additional digestion tanks, etc, Highland Creek treatment plant (stage II); Varamae Construction Ltd, construction of extension to the blower bldg, main treatment plant; Sam Cosentino Ltd, extension of Humber Thistletown sanitary trunk sewer.

## DEPARTMENT OF PUBLIC WORKS

*Pacquet Nfld:* Gid Sacrey Ltd, wharf reconstruction. *Tilting Nfld:* Guy Eveleigh, construction of community stage. *Graham's Pond P E I:* Colin R MacDonald Ltd, harbour improvements, repairs & landing extension. *Louisburg N S:* The Foundation Company of Canada Ltd, wharf extension. *Murphy's Pond N S:* Albert MacDonald & John A Campbell, harbour improvements. *Sydney & area N S:* Sparky's Cleaning Services Ltd, cleaning windows of federal bldgs.

*Black River N B:* Fundy Contractors Ltd, wharf repairs. *Caissie's Cape N B:* Roger Leblanc, breakwater & roadway repairs. *Malloch's Beach N B:* Price Construction (1964) Ltd, harbour improvements. *Richibucto N B:* Leo Leblanc, construction of lobster reef. *Seal Cove N B:* Modern Enterprises Ltd, breakwater extension.

*Dune de Sud (M I) Que:* J W Delaney Ltd, breakwater repairs. *Etang du Nord (M I) Que:* Wendell Chiasson, slipway repairs. *Gatineau Que:* Delphis Laflamme, exterior & interior cleaning of post office bldg. *Lac Osisko (Rouyn) Que:* Charest Construction Co Ltd, reconstruction of public wharf. *Montreal Que:* Royalite Metal Furniture Co Ltd, supply & installation of metal partitions for BYP division, 6th floor, National Revenue Bldg; Oscar Brault, interior cleaning & grounds maintenance, Postal Station "M". *Pointe Basse (M I) Que:* Adrien Arsenau, breakwater repairs. *St Lambert Que:* Coronation Construction Ltd, construction of post office bldg.

*Fort William Ont:* A J Wing Construction Ltd, alterations to Customs Bldg. *London Ont:* Martin-Dominion Ltd, conversion of heating plant to fuel oil, Westminster hospital. *Meaford Ont:* Lexington Contracting Ltd, construction of Federal Bldg. *Ottawa Ont:* Belray Painting, exterior & interior painting of Justice Annex Bldg; Universal Painters, exterior painting of "A" Bldg; R R Construction, alterations to first floor, Plant Products Bldg; Fournier Van & Storage Ltd, moving office furnishings from various locations to the Canadian Bldg; Dixon Van Lines Ltd, moving office furnishings from various locations to the Centennial Towers; The Foundation Co of Canada Ltd, construction of substructure & superstructure, Canadian Centre for the Performing Arts (phases 2 & 3).

*Port Stanley Ont:* Con Bridge Ltd, harbour repairs & improvements (repairs to east pier). *Quarry Bay (Geneva Park) Ont:* Bar-Way Marine Ltd, wharf repairs. *Rexdale Ont:* Renkay Construction Ltd, conveyor installation & lighting alterations. *Rodney Ont:* Leon VanNeck & Son, construction of post office bldg. *Sault Ste Marie Ont:* L R Brown & Co Ltd, erection of prefabricated office bldg for Fisheries Research Board of Canada.

*Deloraine Man:* Dauphin Fixtures Ltd, construction of RCMP detachment quarters. *Fort Churchill Man:* The Carter Construction Co Ltd, general building repair & maintenance. *Saskatoon Sask:* Myers Construction Co Ltd, alterations & improvements to Federal Bldg. *Swift Current Sask:* Swift Construction Co Ltd, ventilation of revolver range, RCMP subdivision garage bldg.

*Hobbema Alta:* P W Graham & Sons Northern Ltd, gymnasium addition to Ermineskin school. *Vauxhall Alta:* Tom's Construction, construction of Post Office Bldg. *Banff National Park Alta & Glacier National Park B C:* Mallett Contracting Co Ltd, gravel crushing & stockpiling. *Alert Bay B C:* S R Kirkland Construction Co Ltd, wharf improvements. *Bamfield East B C:* Victoria Pile Driving Co Ltd, construction of wharf. *Cowichan Bay B C:* B C Pile Drivers Ltd, float renewal. *Kyuquot B C:* Victoria Pile Driving Co Ltd, harbour improvements (phase "B"—wharf construction).

*Port Alberni B C:* Southern Construction Co Ltd, alterations to second floor, Federal Bldg. *Port McNeill B C:* S R Kirkland Construction Co Ltd, wharf repairs. *Skidegate B C:* Pacific Piledriving Co Ltd, float replacement.

*Fort McPherson N W T*: Kenaston Drilling (Arctic) Ltd, drilling & placing of wooden piles for various bldgs. *Fort Smith & Pine Point N W T*: R R Dales Construction Co Ltd, crushed gravel surfacing of highways. *Pine Point N W T*: Byrnes & Hall Construction Ltd, construction of school. *Pond Inlet & Pangnirtung N W T*: Ron Engineering & Construction Ltd, addition to schools, warehouses, hostels, etc. *Yellowknife N W T*: Intex Painters & Decorators, painting & redecorating federal housing.

In addition, this Department awarded 70 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Cornwall Ont*: Panzini Ltee, demolition & removal of old North Channel Bridge. *St Catharines, Thorold & Port Robinson Ont*: Frederick Grodte Ltd, painting of vertical lift bridges 1, 5, 11 & 12, Welland Canal. *Welland Ont*: Moir Construction Co Ltd, replacement of Kottmeier road bridge, Welland Canal. *Welland Junction & Port Colborne Ont*: Frederick Grodte Ltd, painting of vertical lift bridges 18 & 21, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded two contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*St John's Nfld*: C C M Construction Ltd, paving & installation of power supply outlets on marine agency wharf. *Baccaro N S*: Liverpool Lumber Co Ltd, construction of dwelling. *Halifax N S*: Municipal Spraying & Contracting Ltd, repairs to runway, taxiway & road surfaces, International Airport; Capital Window Cleaners (1964) Ltd, exterior cleaning of bldg. International Airport. *Sydney NS*: Chappells Ltd, renovations to bldgs, Canadian Coast Guard College, Point Edward Naval Base. *Wedgeport N S*: George Purdy, construction of pile dolphins. *Yarmouth N S*: Kenny Construction Co Ltd, construction of field electrical centre bldg & related work.

*Fredericton N B*: Roseboro Construction & Equipment Ltd, landscaping development of air terminal area, airport. *Flat Island Que*: Fernand Belanger & Etienne Gagnon, construction of dwelling & demolition of existing dwelling.

*Ile au Marteau Que*: Gauthier & Gagne, construction of dwelling & demolition of existing dwelling near Havre St-Pierre. *Red Islet Que*: Georges Cauchon, construction of dwellings & demolition of existing dwelling. *Sept Iles Que*: Nordbec Construction Inc, construction of VOR bldgs & related work, airport. *Fort William Ont*: R J Ball Electric Ltd, installation of visual approach slope indicator system, Lakehead Airport.

*Kapuskasing Ont*: Miller Paving Ltd, rebuilding runway 17-35, etc. *Kenora Ont*: Slurry Seal Contractors, surface treatment of runway 07-25, etc, airport. *Malton Ont*: King Plastics Ltd, erection of signs, air terminal bldg, Toronto International Airport. *Sarnia Ont*: F A Stonehouse & Son Ltd, construction of runway, airport. *Timmins Ont*: Roy Construction & Supply Co Ltd, construction of sand storage bldg. *Uplands Ont*: Dibblee Construction Co Ltd, overlaying of taxiways & portion of runway 07-25, Ottawa International Airport. *Windsor Ont*: W S Fullerton Construction Co Ltd, paving access road to maintenance garage, airport.

*Wynyard Sask*: Plains City Electric, development of meteorological station site, side-walks, fencing & related work. *Calgary Alta*: McCormick Electric Ltd, installation of lights, runway & related work, Municipal Airport; D L Guthrie Construction, replacement of localizer, runway 28 & related work, Municipal Airport. *Fort McMurray Alta*: Poole Engineering Co Ltd, seal coating of runway 06-24 & related work, airport.

*Abbotsford B C*: Scotland & Adamson Paving Ltd, repaving of north taxiway "E", airport. *Castlegar B C*: Columbia Builders Ltd, extension to terminal bldg; Columbia Builders Ltd, construction of fan marker bldg & related work. *Dawson Creek B C*: Standard-General Construction (Int) Ltd, additional development of airport. *Fort Nelson B C*: Grande Prairie Trans-Mix Ltd, construction of garage & related work, airport. *Pitt Meadows B C*: Caledonia Electric Ltd, installation of runway lighting. *Sandspit B C*: Caledonia Electric Ltd, installation of visual approach slope indicator system. *Victoria B C*: R & W Estates Ltd, construction of VOR bldg; National Building Maintenance Ltd, cleaning air terminal & control tower bldg, International Airport.

*Cambridge Bay N W T*: Solar Construction Co Ltd, construction of taxiway & parking apron, airport. *Coppermine N W T*: Yukon Construction Co Ltd, improvements to water supply, sanitation facilities & related work. *Fort Smith N W T*: Yukon Construction Co Ltd, construction of rawin site heating plant & related work.

In addition, this Department awarded 23 contracts containing the General Fair Wages Clause.

## DEPARTMENT OF VETERANS AFFAIRS

*Montreal Que:* Leonard J Weber Construction Co, alterations to X-Ray department, Queen Mary Hospital. *London Ont:* Western Painting & Decorating Service, exterior painting of various bldgs, Westminster Hospital.

### 49th International Labour Conference

(Continued from page 731)

9. (1) The competent authorities should, in co-operation with the public and private organizations concerned and taking account of national needs and possibilities, provide or help to ensure the provision of the services that may be necessary to facilitate the entry into employment of women who have not yet worked, or the re-entry into employment of women who have been out of the employment market for a comparatively long time, owing, in particular, to family responsibilities.

(2) Such services should be organized within the framework of existing services for all workers or, in default thereof, along lines appropriate to national conditions; they should include adequate counselling, information and placement services and provide adequate vocational training and retraining facilities appropriate to the needs of the women concerned and available without distinction as regards age.

(3) The services and facilities should be kept under review in order to ensure that they are properly adapted to the special needs of these women workers and to the changing needs and tendencies of economic and technological development.

10. (1) In the case of women who, on account of their family responsibilities arising out of maternity, do not find themselves in a position to return to their employment immediately following exhaustion of the normal period of maternity leave established by law or practice, appropriate measures should be taken to the extent possible to allow them a reasonable further period of leave of absence without re-

linquishing their employment, all rights resulting from their employment being fully safeguarded.

(2) In case of termination of employment following maternity, the women concerned should be considered for re-employment in accordance with the provisions applicable under the Termination of Employment Recommendation, 1963, to workers whose employment has been terminated owing to a reduction of the work force.

### V. MISCELLANEOUS PROVISIONS

11. (1) To the extent necessary the public and private organizations concerned, in particular employers' and workers' organizations, should co-operate with the competent authorities and collaborate with each other to take other measures and promote other action to assist women workers to meet their employment and family responsibilities without detriment to their opportunities for employment and promotion.

(2) In this connection attention should be given, as local needs require and possibilities permit, to matters which have particular relevance for women workers with family responsibilities, such as the organization of public transport, the harmonization of working hours and hours of schools and child-care services or facilities, and the provision at low cost of the facilities required to simplify and lighten household tasks.

12. Particular efforts should be made to develop home-aid services operating under public authority or supervision and providing women workers with family responsibilities, in the event of family need, with qualified assistance at reasonable charge.

### Conciliation Board Report

(Continued from page 736)

With a view to conciliating the two parties, we adjourned to June 14, the next meeting of the Conciliation Board, recommending the examination of all clauses found in the three agreements and the submissions made by the Syndicate concerning the special sections to be applied to each unit.

The day before the third sitting, on June 14, about 100 grain elevator employees stopped working.

Since this day, the relations between employer and the Syndicate have so deteriorated that all the employees covered by the agreements have stopped working.

In spite of the attempts made by my colleagues and myself, we have been unsuccessful in having the parties reach an agreement.

Under the circumstances, we must inform you that the dispute is continuing. We recommend the appointment as soon as possible of a special mediator having the necessary power to settle the dispute.

In witness whereof, we have signed at Montreal, this 18th day of June, 1965.

(Signed) Paul Hurteau,  
Chairman.

(Signed) Robert Sauve,  
Member.

(Signed) Michael Harrison,  
Member.

## PRICE INDEXES

### Consumer Price Index, July 1965

The consumer price index (1949=100) rose 0.4 per cent to 139.5 at the beginning of July, from 139.0 in June. The July index was 2.4 per cent higher than the July 1964 index of 136.2.

The indexes for food and housing increased by 1.0 per cent and 0.4 per cent, respectively, the recreation and reading index declined slightly, and the other four main components of the index were unchanged.

The food index increased 1.0 per cent to 139.0 from 137.6, reflecting further price increases for beef, pork, and potatoes. Prices were higher also for a variety of other items, including lamb, veal, celery, onions, turnips, tomatoes, grapefruit, bananas, apples, tea, eggs, margarine, butter and several other dairy products. Prices were lower for lettuce, cabbage, strawberries, grapes, sugar, oranges and orange juice, and ice cream.

The housing index rose 0.4 per cent to 141.1 from 140.6 as a result of increases in both the shelter and household operation components. Within shelter, increases were reported for rents and for home-ownership costs, including mortgages and repairs. In household operation, increased prices for household help, furniture, textiles, and utensils and equipment outweighed decreases in floor coverings, household supplies, and electricity rates in Saskatchewan.

The clothing index was unchanged from its June level of 121.1. An increase in the children's clothing index was offset by a decrease in footwear prices.

The transportation index was unchanged at 147.0. Higher prices for tires were offset by scattered lower prices for gasoline and some new cars.

The health and personal care index was unchanged at 175.4 despite a slight increase in the personal care component.

The recreation and reading index declined 0.3 per cent to 154.6 from 155.0. Lower prices for phonograph records, radio and television sets moved the recreation component down 0.4 per cent. The reading component, however, moved up fractionally as a result of price increases for newspapers in four cities.

The tobacco and alcohol index was unchanged at 122.5.

Group indexes one year earlier (July 1964) were: food 135.4, housing 138.7, clothing 119.0, transportation 141.6, health and personal care 167.3, recreation and reading 151.5, tobacco and alcohol 120.2.

### City Consumer Price Indexes, June 1965

Consumer price indexes rose in all 10 regional cities between May and June 1965. Increases ranged from 0.2 per cent in Saskatoon-Regina to 1.0 per cent in Toronto.

Food indexes were higher in all cities, the movements ranging from 1.3 per cent in St. John's and Saskatoon-Regina to 3.7 per cent in Toronto. Housing indexes moved up slightly in five cities, edged down in one, and were constant in four. Clothing indexes were lower in six cities, higher in two, and unchanged in two. Transportation indexes increased in five cities, decreased in two, and held steady in three.

Health and personal care indexes rose in three cities, fell in four, and remained unchanged in three. Recreation and reading indexes were higher in six cities, constant in three and lower in one. Tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between May and June were: Toronto +1.4 to 140.8; Halifax +1.2 to 135.1; Saint John +1.2 to 137.6; Montreal +1.0 to 138.4; Ottawa +0.8 to 138.5; Edmonton-Calgary +0.8 to 130.5; Winnipeg +0.7 to 135.9; Vancouver +0.7 to 135.2; St. John's +0.4 to 123.2; Saskatoon-Regina +0.3 to 132.2.\*

### Wholesale Price Index, June 1965

Canada's general wholesale index (1935-39=100) rose to 252.0 in June, up 1.1 per cent from the May index of 249.2 and 2.7 per cent above the June 1964 index of 245.4.

Six of the eight major group indexes were higher in June, while one declined.

The animal products group index rose 5.3 per cent to 274.0 from 260.1, the vegetable products group index moved up 0.7 per cent to 221.0 from 219.4, and the iron products group index advanced to 266.6 from 265.6. Increases of 0.1 per cent or less occurred in non-ferrous metals products, to 219.7 from 219.5, chemical products, to 201.4 from 201.3, and textile products, to 247.2 from 247.1.

The non-metallic minerals products group index eased to 190.7 from 190.8.

The wood products group index was unchanged at 333.1.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 2.2 per cent to 246.4 from 241.0 in the four-week period ended June 25. The animal products index rose 4.1 per cent to 299.9 from 288.0. The field products index eased 0.6 per cent to 192.9 from 194.0.

\*On base June 1951=100.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in June to 341.3 from 341.2 in May. On the base 1949=100, it rose to 149.7 from 149.6.

The price index of non-residential building materials (1949=100) rose 0.1 per cent to 148.1 from 148.0.

#### U.S. Consumer Price Index, June 1965

The United States consumer price index (1957-59=100) rose by 0.5 per cent in June to 110.1 from 109.6 in May. A year ago in June the index was 108.0.

The increase was the largest for a month in two years and was heavily influenced by a reduced supply of meat and vegetables; meat prices rose 6 per cent. The increase would have been greater but for lower automobile and air-conditioner prices brought about by the cut in federal excise taxes.

The entire increase was accounted for by food, for which the index went up 2 per

cent. For all items other than food, including both goods and services, the index was unchanged from the May level.

#### British Index of Retail Prices, May 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 112.4 at mid-May from 112.0 at mid-April. The index was 107.0 at mid-May 1964.

The index for the food group was 111.9, compared with 111.6 in April. Increases in the average prices of potatoes, mutton, lamb and apples were partly offset by reductions in the average prices of eggs, tomatoes, butter and sugar.

Increases of about one-half of 1 per cent were registered in fuel and light, and transport and vehicles. Miscellaneous goods rose slightly less than one-half of 1 per cent. The index for the services group as a whole rose by about 1½ per cent.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 202

#### Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Annual Review of Business Conditions, Alberta, 1964*. Edmonton, Dept. of Industry and Development, 1965. Pp. 26.

2. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-third Annual Report, Fiscal Year ending March 31, 1964*. Ottawa, Queen's Printer, 1964. Pp. 93.

3. MANITOBA. CIVIL SERVICE SUPER-ANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; the Twenty-fifth Annual Report for the Fiscal Year ending March 31st, 1964*. Winnipeg, 1965. Pp. 14.

4. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1964*. [Winnipeg, 1965]. Pp. 33.

5. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1965 Economic Report of the President. Hearings before the*

*Joint Economic Committee, Congress of the United States, Eighty-ninth Congress, First Session*. Washington, GPO, 1965. 4 volumes.

Hearings held February 19th to 27th, 1965. Volume 4 contains invited comments from eleven organizations including AFL-CIO, U.S. Chamber of Commerce, Committee for Economic Development, National Association of Manufacturers, and United Mine Workers of America.

6. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1965 Joint Economic Report; Report of the Joint Economic Committee, Congress of the United States on the January 1965 Economic Report of the President, with Minority and Additional Views*. Washington, GPO, 1965. Pp. 114.

At head of title: 89th Congress, 1st Session. House Report No. 175. Union Calendar No. 68.

#### Disabled—Rehabilitation

7. INTERNATIONAL LABOUR OFFICE. *Report to Participating Governments on the I.L.O. Training Course in Vocational Rehabilitation for Countries of the Near and Middle East and North Africa held in Athens, Greece from 14 October to 2 November 1963*. Geneva, 1963. Pp. 312.

At head of title: Regular Programme of Technical Assistance.

8. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Study on Legislative and Administrative Aspects of Rehabilitation of the Disabled in Selected Countries*. New York, United Nations, 1964. Pp. 175.

9. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Automation and Some Implications for the Handicapped; Summaries of Reading Materials and Training Projects*. Washington, GPO, 1964. Pp. 54.

10. WORLD FEDERATION OF OCCUPATIONAL THERAPISTS. *Study Course I[-6]. Third International Congress, World Federation of Occupational Therapists, 1962*. Dubuque, Iowa, W. C. Brown Book Co. [1964]. 6 volumes.

"Courses were sponsored by the American Occupational Therapy Association." Contents: 1. Rehabilitation of the injured workman. 2. Transitional programs in psychiatric occupational therapy. 3. Dynamic living for the long term patient. 4. Approaches to independent living. 5. Work adjustment as a function of occupational therapy. 6. Approaches to the treatment of patients with neuromuscular dysfunction.

### Dropouts

11. NEW YORK (STATE). UNIVERSITY. BUREAU OF GUIDANCE. *How High Schools can Reduce Their Dropout Rate; an Action Guide*. Albany, 1964. Pp. 22.

This pamphlet, prepared for New York State school teachers, suggests some procedures that a teacher might follow to persuade potential dropouts to remain in school.

12. SCHREIBER, DANIEL. *Holding Power, Large City School Systems; a Study of the Holding Power Rates of School Systems in 128 Large Cities, Population over 90,000, Based on the Graduating Classes of 1960-1963, Inclusive. Project: School Dropouts*. Washington; National Education Association [c1964]. Pp. 78.

Information based on a questionnaire survey, gives selected statistics of pupil enrollment, number of graduates, percentage of students graduating based on Grade 10 enrollment, and other data. "Holding power" is indicated by noting the number of pupils who entered Grade 10 in a given year and the number who graduated three years later.

### Economic Conditions

13. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Denmark*. [February 1965. Paris, 1965]. Pp. 31.

Review of the main economic trends and economic policy.

14. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Germany*. [December 1964. Paris, 1964?]. Pp. 38.

Examines Germany's balance of payments experience in 1960-61 and 1963-64.

15. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Iceland*. [November 1964. Paris, 1964]. Pp. 28.

Review of current trends in output and demand, prices and wages, and balance of payments and a brief examination of incomes policy, monetary policy and fiscal policy.

16. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Switzerland*. [February 1965. Paris, 1965]. Pp. 33.

Reviews recent trends in output and demand, prices and wages, and the balance of payments; discusses policy measures adopted by the Swiss government; and discusses the adequacy of these policies.

17. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Studies in Long-term Economic Projections for the World Economy; Aggregative Models*. New York, 1964. Pp. 90.

Contents: Pt. 1. Studies by consultants submitted to the Committee of Experts on Long-term Economic Projections (1962). Pt. 2. Study by the Economic Projections and Programming Centre of the Bureau of General Economic Research and Policies.

### Education

18. COMMONWEALTH EDUCATION CONFERENCE. 3rd, Ottawa, 1964. *Report*. London, HMSO, 1964. Pp. 107.

At head of title: Department of Education and Science. The Conference was held in Ottawa from August 21 to September 4, 1964. Its purpose was to review the progress in co-operation in education made since the previous conferences, to determine improvements in co-operation in the light of experience gained, and to consider specific proposals for educational co-operation in other fields.

19. JOHNSON, GEORGE ORVILLE. *Education for the Slow Learners*. Englewoods Cliffs, N.J., Prentice-Hall, 1963. Pp. 330.

20. SEMINAR ON POLICY FOR SCHOOL SCIENCE, ISTANBUL, 1961. *Science and Education for the Future; Policy for School Science. Report on the Seminar organised by the Office for Scientific and Technical Personnel of O.E.E.C., Istanbul, 1961. Project STP-13*. [Paris] Organization for Economic Cooperation and Development [1962?]. Pp. 93.

21. U.S. PRESIDENT'S SCIENCE ADVISORY COMMITTEE. PANEL ON EDUCATIONAL RESEARCH AND DEVELOPMENT. *Innovation and Experiment in Education; a Progress Report . . . to the U.S. Commissioner of Education, the Director of the National Science Foundation, and the Special Assistant to the President for Science and Technology*. Washington, GPO, 1964. Pp. 79.

### Education, Vocational

22. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Chemical Technology; a Suggested 2-year Post High School Curriculum*. Washington, GPO, 1964. Pp. 119.

23. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Electronic Business Data Processing Peripheral Equipment Occupations; Suggested Curricula*. Washington, GPO, 1964. Pp. 113.

At head of title: Manpower development and training program. "Developed and first published, pursuant to a contract with the U.S. Office of Education, by McGraw-Hill, Inc. Reissued with revisions by the Office of Education."

24. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Family Dinner Service Specialist; a Suggested Training Program*. Washington, GPO, 1964. Pp. 13.

At head of title: Manpower development and training program.

25. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *The Forestry Aide; A Suggested Training Program*. Washington, GPO, 1964. Pp. 21.

At head of title: Manpower development and training program.

26. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Instruction in Farm Mechanics; Suggestions for Developing Training Programs in Farm Mechanics in Vocational Agriculture*, by A. H. Hollenberg and E. J. Johnson. [Rev. ed. Washington, GPO, 1964]. Pp. 128.

27. WILLIAMS, H. S. *Technical Education in Australia; Collected Papers*. Perth, Technical Publications Trust [n.d., 1964?]. Pp. 88.

The author is Director of Technical Education in Western Australia.

### Employees—Training

28. INDUSTRIAL WELFARE SOCIETY. *Training your Supervisors*. London, 1963. Pp. 21.

29. KING, S. DAVID M. *Training within the Organization; a Study of Company Policy and Procedures for the Systematic Training of Operators and Supervisors*. London, Tavistock Publications, 1964. Pp. 274.

A management consultant discusses case studies concerning the establishment of systematic training schemes for workers in factories and suggests procedures for establishing a company training policy.

30. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *MDTA Training Program; Comparison of 1963 and 1964*. Washington, GPO, 1964. Pp. 12.

"Compares institutional training programs under the Manpower Development and Training Act for fiscal year 1964 with those for fiscal year 1963, and evaluates program changes and developments."

31. VIRGINIA. STATE COLLEGE, PETERSBURGH. NORFOLK DIVISION. *Training the Hard-Core Unemployed; a Demonstration-Research Project at Virginia State College, Norfolk Division; an Interim Report*. Washington, GPO, 1964. Pp. 101.

"... The material in this publication was prepared under a contract with the United States Office of Education, as authorized under the Cooperative Research Program." The experimental training program for the hard-core unemployed described in this book, commenced operation on October 1, 1962 and was designed "(1) to study, develop, and use materials and techniques for training hard-core unemployed, unskilled workers, and (2) to demonstrate the effectiveness of vocational-technical education, general education, and counseling in training these workers for selected occupations."

### International Labour Organization

32. GREAT BRITAIN. MINISTRY OF LABOUR. *International Labour Conference. Proposed Action by H.M. Government in the United Kingdom of Great Britain and Northern Ireland on a Convention and Two Recommendations adopted at the 47th (1963) Session and on an Instrument of Amendment to the Constitution of the International Labour Organisation adopted at the 48th (1964) Session of the International Labour Conference*. London, HMSO, 1964. Pp. 11.

33. INTERNATIONAL LABOUR ORGANIZATION. *Constitution of the International Labour Organization and Standing Orders of the International Labour Conference*. 1963 ed. Geneva, International Labour Office, 1963. Pp. 82. English and French on opposite pages. Paged in duplicate.

### Management

34. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Top Executive Compensation*, by Harland Fox. New York, 1964. Pp. 77.

"... An analysis of the 1963 compensation of the three highest-paid executives in each of 1,224 corporations. For each business and industry studied, the 1963 total compensation (salary plus bonus award) of each of the three top-paid executives is related to company size. In addition, the 1963 bonus award is analyzed..."

35. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Top Management Organization in Divisionalized Companies*, by Harold Stieglitz and Allen R. Janger. New York, 1965. Pp. 198.

Divisionalization occurs when a large business is broken up with separate smaller ones. Each division is considered as a distinct business capable of producing its own goods or services that its customers will buy. Contents: The divisionalized company. General executives. Operating executives. Staff executives. Position guides for top management. Executive titles and unit designations in 76 divisionalized companies.

36. WINGATE, JOHN W. *Management Audit for Small Retailers*. Washington, GPO, 1964. Pp. 51.

Contains a series of questions that a small retailer can ask himself (along with comments) to help him determine if he is running his business well and to point out areas where he might do better.

### Occupations

37. HOPPOCK, ROBERT. *Occupational Information: Where to Get it and How to Use it in Counseling and in Teaching*. [2nd ed.] New York, McGraw-Hill, 1963. Pp. 546.

Intended as a textbook for use in the education of counselors and others.

38. WALKER, JAMES FRANCIS. *Foreign Jobs; the truth about Job Opportunities by a Noted Specialist in the Field*. [1st ed.] New York, Vantage Press, 1964. Pp. 137.

The author, head of a private employment agency specializing in the overseas employment field, writes about the advantages and disadvantages of foreign employment.

### Wages and Hours

39. ILLINOIS. BUREAU OF EMPLOYMENT SECURITY. *Estimates of Employment, Hours, and Earnings in the Non-agricultural Establishments, Chicago Standard Metropolitan Statistical Area . . . 1952-1963*. Chicago, Illinois Department of Labor, 1964. Pp. 33, 12.

40. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Communications, 1963*. Washington, GPO, 1964. Pp. 16.

41. WEINTRAUB, SIDNEY. *Some Aspects of Wage Theory and Policy*. [1st ed.] Philadelphia, Chilton Brooks [1963]. Pp. 254.

Contents: Wages and consumption outlay. A model of the price level. The constancy in the wage share. Wage share and capital ratio estimates. A decade of wage inflation. Toward a national wage policy. Real versus price theories of distribution.

### Miscellaneous

42. ANDREWS, KENNETH RICHMOND, Ed. *The Case Method of Teaching Human Relations and Administration; an Interim Statement*. Cambridge, Harvard University Press, 1960 [c1951] Pp. 271.

"... A collection of papers by those who teach and do research in human relations at the Harvard Business School."

43. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Employer's Handbook on Unemployment Insurance*. 18th ed. Ottawa, Queen's Printer, 1965. Pp. 46.

44. CHARLES, SEARLE FRANKLIN. *Minister of Relief; Harry Hopkins and the Depression*. Syracuse, N.Y., Syracuse University Press, 1963. Pp. 286.

An account of the American federal relief programs administered by Harry Hopkins during early years of President Franklin D. Roosevelt's administration. Harry Hopkins, chief administrator of federal relief agencies, had been head of New York State relief program when President Roosevelt was Governor of the State.

45. CONFERENCE DES MINISTRES DU TRAVAIL DE TOUTE L'AFRIQUE. 2e, LE CAIRE, 1963. [*Rapport*. Cairo? United Arab Republic, Ministry of Labour? 1964?]. Pp. 68.

46. D.S.I.R.-ASLIB DELEGATION TO MOSCOW AND LENINGRAD, JUNE 1963. *Scientific and Technical Information in the Soviet Union; Report of the D.S.I.R.-Aslib Delegation to Moscow and Leningrad, 7th-24th June, 1963*. [London, Great Britain] Department of Scientific and Industrial Research, 1964. Pp. [44].

DSIR is the British Department of Scientific and Industrial Research. ASLIB is Association of Special Libraries and Information Bureaux.

47. HANEY, WILLIAM VALENTINE. *Communication: Patterns and Incidents*. Homewood, Ill., R. D. Irwin, 1960. Pp. 321.

The author writes about the processes involved in communication and illustrates his text with factual material.

48. JOHNSON, CARL GUNNARD. *Metallurgy, Chapter XVII. "Titanium, Zirconium, Indium, and Vanadium,"* by William R. Weeks. 4th ed. Chicago, American Technical Society, 1956. Pp. 454.

49. LABOUR PARTY (GREAT BRITAIN). *Report of the 63rd Annual Conference held in . . . Brighton, December 12 and 13, 1964*. London [1965?], Pp. 221.

50. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Requirements for electing Union Officers, as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act*. Rev. ed. Washington, GPO, 1964. Pp. 57.

51. WACHNER, CLARENCE W. *English for Adults*. New York, Holt, Rinehart and Winston [1964]. Pp. 243.

Contents: The sentence and its parts. Punctuation. Spelling. Words: symbols for ideas. Paragraphs for understanding. Good usage. Oral communication. Listening and mass media. Reading for information and pleasure.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 24, 1965  
(estimates in thousands)

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force.....	7,495	654	2,101	2,734	1,299	707
Men.....	5,353	479	1,536	1,910	933	495
Women.....	2,142	175	565	824	366	212
14-19 years.....	1,060	106	312	356	192	94
20-24 years.....	983	100	327	316	156	84
25-44 years.....	3,107	238	887	1,169	522	291
45-64 years.....	2,128	190	527	804	388	219
65 years and over.....	217	20	48	89	41	19
Employed.....	7,251	624	2,003	2,669	1,274	681
Men.....	5,171	455	1,459	1,864	914	479
Women.....	2,080	169	544	805	360	202
Agriculture.....	706	42	146	179	307	32
Non-agriculture.....	6,545	582	1,857	2,490	967	649
Paid workers.....	6,078	527	1,707	2,332	912	600
Men.....	4,232	375	1,227	1,594	619	417
Women.....	1,846	152	480	738	293	183
Unemployed.....	244	30	98	65	25	26
Men.....	182	24	77	46	19	16
Women.....	62	*	21	19	*	10
Persons not in labour force.....	5,651	616	1,705	1,884	913	533
Men.....	1,162	152	339	363	187	121
Women.....	4,489	464	1,366	1,521	726	412

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
JULY 24, 1965, CANADA**

(estimates in thousands)

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	13,146	2,145	3,757	996	3,885	942	1,421
Labour Force...	7,495	1,060	3,636	901	1,022	659	217
Employed.....	7,251	968	3,567	853	1,008	646	209
Unemployed.....	244	92	69	48	14	13	*
Not in the labour force.....	5,651	1,085	121	95	2,863	283	1,204
Participation rate <sup>(2)</sup>							
1965, July 24.....	57.0	49.4	96.8	90.5	26.3	70.0	15.3
June 19.....	55.7	37.8	97.0	89.8	27.7	70.9	15.9
Unemployment rate <sup>(3)</sup>							
1965, July 24.....	3.3	8.7	1.9	5.3	1.4	2.0	*
June 19.....	3.5	12.4	1.9	5.6	1.4	1.9	*

<sup>(1)</sup> Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup> The Labour Force as a percentage of the population 14 years of age and over.

<sup>(3)</sup> The unemployed as a percentage of the labour force.

\* Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 24, 1965**

(estimates in thousands)

	July 1965	June 1965	July 1964 <sup>(1)</sup>
Total unemployed.....	244	257	265
On temporary layoff up to 30 days.....	13	16	16
Without work and seeking work.....	231	241	249
Seeking full-time work.....	208	222	227
Seeking part-time work.....	23	19	22
Seeking under 1 month.....	87	111	97
Seeking 1-3 months.....	81	64	86
Seeking 4-6 months.....	30	30	26
Seeking more than 6 months.....	33	36	40

<sup>(1)</sup> Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- mentary Labour income	Totals ( <sup>3</sup> )
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
May.....	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7							2,035.1
April*.....	53.1	587.3	185.1							2,070.6
May†.....	55.4	601.0	191.1	27.6	155.6	37.6	305.4	668.8	80.0	2,144.3

#### Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
May.....	49.4	541.9	174.9	86.7	382.3	104.1	823.0	1,787.9	226.1	1,925.9
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,972.3
October.....	51.0	557.7	182.2							1,998.6
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	1,999.5
December.....	51.8	563.3	183.7							2,014.0
1965—										
January.....	53.0	578.5	185.9							2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7							2,109.6
April*.....	55.1	592.6	189.4							2,121.4
May†.....	56.0	595.0	190.8	32.7	151.5	37.5	306.6	657.4	80.0	2,128.4

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\* Revised.

† Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at April employers in the principal non-agricultural industries reported a total employment of 3,156,545. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March*.....	130.9	210.0	90.22	124.3	214.0	94.10
April†.....	131.8	210.7	90.53	124.4	214.2	94.20

[<sup>1</sup>]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	April 1965	March 1965	April 1964	April 1965	March 1965	April 1964
				\$	\$	\$
<b>Provinces</b>						
Atlantic Region.....	105.8	106.8	100.8	75.60	76.51	72.29
Newfoundland.....	135.1	131.1	127.8	81.43	81.06	78.98
Prince Edward Island.....	122.3	115.6	118.2	64.38	64.14	62.67
Nova Scotia.....	97.6	98.2	93.0	73.92	75.13	70.41
New Brunswick.....	101.6	106.1	97.1	74.98	76.49	71.30
Quebec.....	130.6	129.6	123.9	87.59	87.30	84.23
Ontario.....	136.6	135.3	129.0	94.39	93.96	89.51
Prairie Region.....	137.5	137.0	130.7	85.56	85.35	82.06
Manitoba.....	114.8	113.5	111.3	81.61	81.01	78.62
Saskatchewan.....	129.7	126.7	125.4	84.04	82.76	80.37
Alberta (including Northwest Territories).....	168.4	170.1	156.4	89.37	89.77	85.64
British Columbia (including Yukon).....	129.4	127.5	119.6	98.93	98.33	93.95
<b>Canada</b> .....	<b>131.8</b>	<b>139.9</b>	<b>124.6</b>	<b>90.53</b>	<b>90.22</b>	<b>86.33</b>
<b>Urban areas</b>						
St. John's.....	153.1	146.9	144.7	67.07	67.73	66.20
Sydney.....	77.4	76.7	77.0	85.78	87.74	83.31
Halifax.....	127.3	135.3	123.2	76.47	76.70	72.15
Moncton.....	111.3	108.2	104.3	69.30	70.37	67.54
Saint John.....	106.6	118.6	101.8	75.08	77.86	70.88
Chicoutimi—Jonquiere.....	114.6	111.5	113.4	103.14	102.98	105.56
Quebec.....	132.9	130.3	126.6	77.40	77.17	73.81
Sherbrooke.....	119.0	118.3	114.6	77.30	76.98	73.67
Shawinigan.....	109.4	107.9	103.1	92.84	92.64	92.00
Three Rivers.....	122.5	119.6	123.3	79.94	78.27	81.63
Drummondville.....	99.0	98.8	93.3	72.47	72.29	68.91
Montreal.....	139.8	138.3	132.8	89.58	89.03	85.69
Ottawa—Hull.....	143.8	142.7	137.8	83.08	83.19	79.64
Kingston.....	140.2	137.7	132.0	89.76	88.20	86.84
Peterborough.....	111.2	109.7	104.5	96.46	97.33	93.86
Oshawa.....	248.3	249.2	226.2	122.23	123.33	106.96
Toronto.....	152.1	151.4	144.9	93.44	92.84	89.92
Hamilton.....	131.3	128.8	122.3	99.84	98.46	94.52
St. Catharines.....	134.3	132.8	122.5	109.48	109.24	101.60
Niagara Falls.....	109.9	102.6	99.1	93.89	94.41	87.93
Brantford.....	104.8	104.5	90.4	90.69	90.88	83.93
Guelph.....	145.8	142.7	130.8	84.25	86.77	80.11
Galt.....	133.7	132.9	129.4	81.82	81.97	77.42
Kitchener.....	153.8	153.6	143.5	83.03	82.58	79.76
Sudbury.....	144.1	143.8	130.5	99.61	100.82	94.48
Timmins.....	82.7	83.8	84.5	81.63	79.85	77.47
London.....	159.2	148.4	144.4	85.30	84.21	82.38
Sarnia.....	134.7	137.3	132.1	113.02	115.59	110.53
Windsor.....	98.2	91.8	83.7	113.05	114.76	101.10
Sault Ste. Marie.....	159.2	154.8	151.4	114.73	113.95	104.45
Fort William—Port Arthur.....	122.2	113.8	110.3	86.79	86.42	84.21
Winnipeg.....	118.9	116.8	114.0	78.47	77.76	75.81
Regina.....	154.6	150.8	147.7	82.03	80.95	83.07
Saskatoon.....	157.4	153.7	144.7	79.02	77.88	74.68
Edmonton.....	221.6	218.6	207.8	82.88	82.20	79.78
Calgary.....	201.7	199.3	178.6	88.70	88.56	85.74
Vancouver.....	132.5	130.3	121.7	96.81	95.91	92.72
Victoria.....	128.9	127.7	113.3	87.38	85.81	81.57

**TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA**

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
						in thousands						
Forestry.....	Apr. 1965p	2.7	0.2	1.5	3.6	8.0	7.5	0.5	0.1	2.1	18.0	44.1
	Mar. 1965r	2.9	0.1	1.4	3.5	11.0	11.7	1.0	0.2	2.8	18.7	53.3
	Apr. 1964	2.9	0.1	1.3	3.0	5.9	6.7	0.3	0.1	1.9	16.8	38.9
Mines, quarries and oil wells.....	Apr. 1965p	5.5	.....	7.9	2.2	25.3	32.7	5.1	4.2	17.4	8.5	108.7
	Mar. 1965r	5.4	.....	7.7	2.2	25.0	32.3	5.1	4.3	21.7	8.5	111.2
	Apr. 1964	4.5	.....	7.8	1.9	23.7	33.4	5.0	3.5	16.5	8.4	104.6
Manufacturing industries.....	Apr. 1965p	10.9	1.7	30.6	22.9	458.0	726.2	47.4	13.6	42.4	109.2	1,462.9
	Mar. 1965r	10.2	1.4	29.2	22.5	460.5	721.4	46.7	13.4	42.4	110.4	1,460.2
	Apr. 1964	10.4	1.6	28.4	22.2	447.8	691.4	44.3	12.7	41.2	102.6	1,402.7
Non-durable goods manufacturing.....	Apr. 1965p	8.5	1.3	15.7	13.9	286.6	315.3	26.4	9.0	23.1	40.5	740.4
	Mar. 1965r	8.1	1.1	14.7	13.7	288.3	314.1	26.3	8.8	23.7	40.5	739.3
	Apr. 1964	8.1	1.3	15.0	13.2	283.3	313.7	24.6	8.9	23.0	39.0	730.2
Durable goods manufacturing.....	Apr. 1965p	2.4	0.4	14.9	9.1	171.4	410.9	20.9	4.6	19.4	68.7	722.5
	Mar. 1965r	2.1	0.4	14.5	8.8	172.2	407.4	20.5	4.6	20.6	69.7	720.9
	Apr. 1964	2.3	0.3	13.4	9.0	164.5	377.7	19.7	3.8	18.2	63.6	672.5
Construction.....	Apr. 1965p	5.2	0.9	10.5	7.8	95.5	121.0	11.3	9.5	24.8	29.5	316.1
	Mar. 1965r	4.3	0.8	8.8	6.8	83.3	111.8	10.5	8.8	23.8	28.0	291.9
	Apr. 1964	5.6	0.9	7.8	6.4	92.3	111.0	12.1	9.7	22.9	26.9	295.4
Transportation, communication and other utilities.....	Apr. 1965p	12.9	2.2	20.9	19.0	152.0	194.5	39.1	25.1	46.0	67.5	579.3
	Mar. 1965r	12.5	2.1	22.9	22.4	146.2	190.0	38.6	24.4	45.9	67.0	572.1
	Apr. 1964	11.9	2.3	21.5	18.7	145.3	189.9	38.7	25.0	44.6	61.6	558.5
Trade.....	Apr. 1965p	13.6	3.6	26.0	21.4	228.0	348.1	46.2	34.0	67.3	88.5	876.7
	Mar. 1965r	13.5	3.5	25.7	21.2	226.9	342.7	45.3	33.1	66.1	86.8	864.7
	Apr. 1964	13.2	3.2	25.6	21.2	215.9	331.8	43.9	32.5	63.5	81.5	832.5
Finance, insurance and real estate.....	Apr. 1965p	1.4	0.5	5.5	4.1	67.5	99.8	11.4	7.0	13.5	27.6	231.3
	Mar. 1965r	1.4	0.5	5.4	4.0	67.0	99.8	11.4	7.0	13.5	27.6	230.6
	Apr. 1964	1.3	0.5	5.1	3.8	63.7	94.4	11.1	6.6	13.4	19.2	219.2
Service (commercial sector) (1).....	Apr. 1965p	4.7	1.6	10.5	7.4	124.7	186.2	23.4	13.8	35.9	51.5	459.5
	Mar. 1965r	4.5	1.5	10.3	6.9	122.0	181.8	22.6	13.2	35.8	50.6	449.3
	Apr. 1964	4.1	1.3	9.9	7.0	112.7	173.9	22.0	12.7	31.9	45.6	421.1
Total—Specified industries.....	Apr. 1965p	56.8	10.7	113.4	88.4	1,159.1	1,716.0	184.5	107.2	249.4	393.2	4,078.6
	Mar. 1965r	54.7	9.9	111.5	89.6	1,146.9	1,691.6	181.3	104.5	252.9	4,033.4	4,033.4
	Apr. 1964	53.9	9.9	106.4	84.2	1,107.3	1,632.5	177.4	102.8	235.9	392.5	3,872.9

(1) Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

**Note:** Estimates may not add to totals due to rounding.

Revised.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	April 1965	March 1965	April 1964	April 1965	March 1965	April 1964
				\$	\$	\$
<b>Mining</b> .....	<b>117.8</b>	<b>120.3</b>	<b>111.7</b>	<b>110.00</b>	<b>110.92</b>	<b>105.08</b>
Metal mining.....	135.7	135.4	127.4	110.27	110.97	105.53
Gold.....	59.8	60.0	63.5	91.87	89.88	87.12
Other metal.....	206.2	205.4	186.8	115.22	116.69	111.34
Fuels.....	80.9	90.7	77.0	114.83	116.76	109.29
Coal.....	38.1	38.0	37.7	87.18	86.32	79.83
Oil and natural gas.....	254.5	304.7	236.6	131.63	132.16	128.35
Non-metal.....	145.1	139.0	142.7	100.96	99.49	96.55
<b>Manufacturing</b> .....	<b>124.4</b>	<b>124.3</b>	<b>118.6</b>	<b>94.20</b>	<b>94.10</b>	<b>89.66</b>
Durable goods.....	135.4	135.4	126.1	102.54	102.56	96.56
Non-durable goods.....	115.3	115.0	112.4	86.02	85.77	83.19
Food and beverages.....	112.8	110.3	109.3	82.47	82.33	79.61
Meat products.....	137.6	136.2	131.2	89.78	88.99	86.57
Canned and preserved fruits and vegetables.....	92.7	88.6	86.1	74.07	75.47	72.15
Grain mill products.....	91.2	90.1	94.4	89.12	90.02	86.22
Bread and other bakery products.....	112.8	112.3	110.8	77.22	76.38	74.55
Distilled and malt liquors.....	93.8	93.2	93.4	113.90	113.79	110.36
Tobacco and tobacco products.....	81.5	87.9	97.2	92.87	87.07	83.28
Rubber products.....	120.6	120.3	115.6	94.73	94.47	91.73
Leather products.....	86.9	89.9	88.7	61.57	63.13	60.08
Boots and shoes (except rubber).....	88.9	91.4	92.3	59.45	61.37	57.93
Other leather products.....	83.3	87.1	82.1	65.68	66.46	64.47
Textile products (except clothing).....	92.1	91.7	89.0	74.60	74.52	71.91
Cotton yarn and broad woven goods.....	76.5	76.5	76.9	70.32	72.09	68.81
Woollen goods.....	64.4	64.0	66.1	68.24	69.08	65.23
Synthetic textiles and silk.....	119.3	119.0	106.8	82.64	81.38	79.19
Clothing (textile and fur).....	101.1	103.5	98.8	57.31	58.13	55.46
Men's clothing.....	108.8	110.6	104.3	55.99	56.85	54.04
Women's clothing.....	112.7	117.2	108.7	58.13	58.95	56.67
Knit goods.....	78.0	78.9	75.4	58.32	58.55	55.78
Wood products.....	114.3	116.0	109.8	80.46	80.50	76.96
Saw and planing mills.....	113.0	116.6	111.2	83.42	83.33	79.56
Furniture.....	133.2	131.8	122.0	77.32	77.14	73.98
Other wood products.....	83.0	81.4	78.8	69.56	70.25	67.23
Paper products.....	133.6	132.2	128.5	106.39	106.36	104.17
Pulp and paper mills.....	131.8	130.3	128.0	114.12	114.29	112.52
Other paper products.....	137.8	136.6	129.7	88.93	88.50	84.41
Printing, publishing and allied industries.....	129.0	129.1	126.8	101.76	101.15	97.44
Iron and steel products.....	130.0	129.2	119.2	106.19	105.99	100.77
Agricultural implements.....	85.6	85.2	74.2	113.20	114.12	107.03
Fabricated and structural steel.....	176.2	171.5	149.6	105.33	105.30	101.38
Hardware and tools.....	133.6	134.9	124.7	92.66	92.85	89.08
Heating and cooking appliances.....	108.0	113.9	109.3	89.48	88.87	87.60
Iron castings.....	117.9	116.5	107.6	104.08	104.55	97.32
Machinery, industrial machinery.....	158.4	156.5	141.2	102.33	103.16	98.42
Primary iron and steel.....	148.7	148.0	139.8	122.32	119.85	113.29
Sheet metal products.....	126.0	124.2	117.2	102.23	101.51	96.74
Wire and wire products.....	138.6	137.7	126.8	102.09	103.75	101.50
Transportation equipment.....	139.0	139.4	127.3	115.62	116.41	105.93
Aircraft and parts.....	226.3	252.8	250.1	111.97	111.03	106.47
Motor vehicles.....	171.0	165.3	146.1	137.92	141.14	124.09
Motor vehicle parts and accessories.....	177.7	171.8	156.9	113.43	114.44	103.11
Railroad and rolling stock equipment.....	64.2	64.3	57.7	95.60	96.62	91.13
Shipbuilding and repairing.....	153.3	154.3	136.9	101.88	101.63	92.22
Non-ferrous metal products.....	132.7	134.3	130.8	104.33	103.45	100.05
Aluminum products.....	135.8	133.6	145.0	100.87	101.32	96.62
Brass and copper products.....	106.8	120.1	115.9	99.58	99.18	97.34
Smelting and refining.....	146.1	145.3	140.4	114.33	112.98	109.42
Electrical apparatus and supplies.....	169.0	168.4	156.4	98.63	99.03	94.35
Heavy electrical machinery.....	125.1	124.5	117.9	107.07	106.47	102.05
Telecommunication equipment.....	290.3	288.9	274.7	94.46	94.46	89.40
Non-metallic mineral products.....	163.3	159.3	151.1	98.04	97.36	93.19
Clay products.....	96.0	94.3	88.6	90.12	87.60	84.61
Glass and glass products.....	189.7	186.3	173.8	98.85	91.65	90.21
Products of petroleum and coal.....	140.1	141.0	139.7	135.50	131.89	130.64
Petroleum refining and products.....	143.5	144.3	142.3	136.19	132.55	131.89
Chemical products.....	144.5	143.4	138.3	108.18	107.32	104.94
Medicinal and pharmaceutical preparations.....	134.7	135.2	127.5	97.40	96.71	92.82
Acids, alkalis and salts.....	162.9	162.3	154.9	120.59	119.41	116.98
Miscellaneous manufacturing industries.....	163.3	162.7	155.7	80.76	81.46	78.92
<b>Construction</b> .....	<b>124.9</b>	<b>120.2</b>	<b>114.4</b>	<b>100.42</b>	<b>100.28</b>	<b>93.62</b>
Building and general engineering.....	133.7	126.6	118.3	107.51	108.06	100.18
Highways, bridges and streets.....	110.3	149.5	108.0	86.17	85.37	81.78
<b>Electric and motor transportation</b> .....	<b>156.9</b>	<b>155.1</b>	<b>147.0</b>	<b>94.26</b>	<b>93.45</b>	<b>90.47</b>
<b>Service</b> .....	<b>195.3</b>	<b>191.1</b>	<b>175.7</b>	<b>64.21</b>	<b>63.65</b>	<b>61.08</b>
Hotels and restaurants.....	162.0	159.8	148.4	47.93	47.67	46.40
Laundries and dry cleaning plants.....	168.5	165.2	154.3	56.78	55.42	54.30
<b>Industrial composite</b> .....	<b>131.8</b>	<b>130.9</b>	<b>124.6</b>	<b>90.53</b>	<b>90.22</b>	<b>86.33</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	April 1965	March 1965	April 1964	April 1965	March 1965	April 1964
				\$	\$	\$
Newfoundland.....	42.2	40.3	41.8	2.42	2.41	2.34
Nova Scotia.....	40.8	41.5	41.4	1.82	1.85	1.74
New Brunswick.....	41.7	42.8	41.6	1.81	1.80	1.72
Quebec.....	41.6	42.0	41.8	1.86	1.86	1.81
Ontario.....	41.5	41.6	41.3	2.25	2.24	2.12
Manitoba.....	40.0	40.2	40.1	1.89	1.88	1.82
Saskatchewan.....	39.4	38.8	39.3	2.15	2.13	2.09
Alberta (includes Northwest Territories).....	40.0	40.0	40.1	2.14	2.11	2.08
British Columbia (includes Yukon Territory).....	37.9	38.1	38.0	2.59	2.58	2.43

\* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—April.....	41.1	2.01	82.67	198.3	146.9
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.4
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March*.....	41.3	2.11	87.07	208.6	151.5
April†.....	41.1	2.12	86.98	208.4	151.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

**TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY\***

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1965	Mar. 1965	Apr. 1964	Apr. 1965	Mar. 1965	Apr. 1964	Apr. 1965	Mar. 1965	Apr. 1964
<b>Mining</b> .....	<b>42.2</b>	<b>43.1</b>	<b>42.0</b>	<b>\$ 2.39</b>	<b>\$ 2.39</b>	<b>\$ 2.29</b>	<b>\$ 100.96</b>	<b>\$ 103.03</b>	<b>\$ 96.05</b>
Metal mining.....	42.1	42.8	42.0	2.48	2.46	2.37	104.21	105.24	99.58
Gold.....	42.9	43.2	43.3	1.97	1.92	1.86	84.73	82.74	80.77
Other metal.....	41.9	42.8	41.6	2.62	2.61	2.55	109.82	111.72	105.97
Fuels.....	41.9	44.3	40.3	2.21	2.31	2.12	92.68	102.18	85.21
Coal.....	43.5	43.4	40.7	1.96	1.95	1.91	85.24	81.37	77.77
Oil and natural gas.....	38.8	45.3	39.4	2.77	2.73	2.57	107.47	123.53	101.39
Non-metal (d).....	43.3	42.6	43.3	2.21	2.20	2.13	95.62	93.87	92.21
<b>Manufacturing</b> .....	<b>41.1</b>	<b>41.3</b>	<b>41.1</b>	<b>2.12</b>	<b>2.11</b>	<b>2.01</b>	<b>\$ 86.98</b>	<b>\$ 87.07</b>	<b>\$ 82.75</b>
Durable goods.....	42.0	42.2	41.7	2.30	2.29	2.17	96.45	96.75	90.69
Non-durable goods.....	40.2	40.4	40.6	1.92	1.90	1.85	77.04	76.89	74.86
Food and beverages.....	40.4	40.4	40.5	1.85	1.85	1.78	74.80	74.68	72.04
Meat products.....	40.1	40.0	40.2	2.11	2.09	2.01	84.65	83.59	81.06
Canned and preserved fruits and vegetables.....	38.9	39.6	39.7	1.61	1.62	1.55	62.83	64.26	61.47
Grain mill products.....	41.8	42.1	41.8	1.99	2.00	1.93	83.23	81.35	80.67
Bread and other bakery products.....	40.5	40.5	40.5	1.76	1.75	1.70	71.27	70.74	68.67
Distilled liquors.....	40.5	40.0	40.7	2.44	2.44	2.35	99.05	97.50	95.55
Malt liquors.....	39.8	39.5	38.8	2.59	2.59	2.56	103.23	102.43	99.44
Tobacco and tobacco products.....	37.5	36.6	38.8	2.31	2.19	1.98	86.64	80.10	76.78
Rubber products.....	41.5	41.8	41.7	2.12	2.11	2.05	87.92	88.33	85.38
Leather products.....	38.9	40.4	40.0	1.41	1.43	1.37	55.83	57.88	55.05
Boots and shoes (except rubber).....	38.4	40.4	39.6	1.41	1.40	1.33	54.11	56.41	52.88
Other leather products.....	39.7	40.6	40.9	1.49	1.50	1.46	59.32	60.77	59.53
Textile products (except clothing).....	41.7	41.8	42.7	1.61	1.61	1.53	67.22	67.14	65.25
Cotton yarn and broad woven goods.....	40.0	41.1	42.2	1.64	1.65	1.53	65.73	67.85	64.53
Woolen goods.....	42.9	43.0	42.9	1.46	1.47	1.41	62.59	63.07	60.32
Synthetic textiles and silk.....	42.2	41.4	43.3	1.74	1.72	1.65	73.27	71.11	71.63
Clothing (textile and fur).....	37.9	38.8	38.5	1.37	1.37	1.31	51.86	53.04	50.29
Men's clothing.....	37.9	38.9	38.3	1.35	1.35	1.30	51.15	52.31	49.64
Women's clothing.....	36.3	36.9	36.6	1.47	1.48	1.40	53.21	54.45	51.47
Knit goods.....	41.3	41.9	41.6	1.28	1.27	1.22	52.67	53.24	50.78
*Wood products.....	41.2	41.4	41.4	1.85	1.84	1.76	76.03	76.31	73.10
Saw and planing mills.....	40.4	40.7	41.8	1.97	1.97	1.89	79.67	80.01	76.99
Furniture.....	42.7	42.9	42.6	1.69	1.68	1.59	72.02	71.84	67.88
Other wood products.....	41.6	42.1	42.6	1.53	1.53	1.44	63.90	64.32	61.30
Paper products.....	41.5	41.5	41.8	2.40	2.40	2.35	99.73	99.61	98.19
Pulp and paper mills.....	41.5	41.6	42.1	2.59	2.59	2.53	107.33	107.45	106.32
Other paper products.....	41.4	41.4	41.1	1.96	1.94	1.87	80.94	80.24	76.77
Printing, publishing and allied industries.....	39.2	39.3	38.7	2.57	2.55	2.48	100.94	100.11	96.15
*Iron and steel products.....	42.1	42.1	41.7	2.41	2.40	2.30	101.57	101.16	95.85
Agricultural implements.....	41.6	42.0	41.4	2.58	2.59	2.42	107.18	108.95	100.24
Fabricated and structural steel.....	42.1	41.8	41.2	2.30	2.31	2.24	96.83	96.65	92.28
Hardware and tools.....	42.8	43.2	43.6	2.02	2.00	1.91	86.23	86.64	83.26
Heating and cooking appliances.....	40.8	40.2	41.0	2.01	2.02	1.98	81.85	81.14	81.39
Iron castings.....	43.0	43.2	42.6	2.36	2.36	2.22	101.49	101.87	94.43
Machinery, industrial.....	42.9	43.0	42.9	2.27	2.26	2.17	97.44	97.17	93.00
Primary iron and steel.....	41.6	41.1	40.4	2.84	2.81	2.68	118.17	115.30	108.44
Sheet metal products.....	41.7	41.3	41.0	2.31	2.32	2.20	96.23	95.80	90.32
Wire and wire products.....	42.2	43.0	43.2	2.28	2.29	2.26	96.41	98.48	97.59
*Transportation equipment.....	43.1	43.4	42.4	2.57	2.58	2.38	110.48	112.03	100.69
Aircraft and parts.....	41.6	41.6	41.7	2.39	2.39	2.31	99.50	99.70	96.28
Motor vehicles.....	46.3	47.1	44.7	2.87	2.93	2.68	132.76	138.06	113.63
Motor vehicle parts and accessories.....	43.1	43.6	42.5	2.54	2.55	2.32	109.50	111.36	98.48
Railroad and rolling stock equipment.....	39.9	40.2	40.5	2.34	2.35	2.21	93.63	94.60	89.25
Shipbuilding and repairing.....	41.1	41.3	40.8	2.44	2.42	2.21	100.37	99.86	89.93
*Non-ferrous metal products.....	41.3	41.1	40.9	2.34	2.33	2.26	96.82	95.69	92.31
Aluminum products.....	41.4	41.5	41.6	2.09	2.10	2.06	86.35	87.12	85.61
Brass and copper products.....	42.7	42.3	42.2	2.17	2.21	2.17	92.52	93.26	91.53
Smelting and refining.....	41.0	40.5	40.2	2.62	2.60	2.51	107.35	105.44	100.85
*Electrical apparatus and supplies.....	40.8	41.5	41.0	2.08	2.08	2.00	85.10	86.30	82.19
Heavy electrical machinery and equipment.....	41.3	41.4	41.5	2.33	2.31	2.25	96.19	95.54	93.22
Telecommunication equipment.....	39.5	39.8	39.8	1.86	1.88	1.75	73.49	74.67	69.77
*Non-metallic mineral products.....	42.7	42.5	42.4	2.15	2.14	2.04	91.75	91.02	86.32
Clay products.....	41.8	41.1	42.4	1.99	1.97	1.83	83.06	81.08	77.50
Glass and glass products.....	41.2	40.2	41.0	2.16	2.15	2.05	89.03	86.34	84.33
Products of petroleum and coal.....	42.2	41.1	41.8	2.93	2.84	2.84	123.53	116.76	118.83
Petroleum refining and products.....	42.2	41.1	41.9	2.96	2.86	2.88	124.60	117.67	120.68
Chemical products.....	41.1	40.8	41.4	2.28	2.28	2.23	93.80	92.87	92.14
Medicinal and pharmaceutical preparations.....	39.8	39.5	39.4	1.81	1.80	1.74	71.97	71.08	68.77
Acids, alkalis and salts.....	40.7	40.4	41.1	2.65	2.63	2.55	107.88	106.30	104.94
Miscellaneous manufacturing industries.....	40.9	41.5	41.2	1.69	1.68	1.65	68.87	69.74	68.16
<b>Construction</b> .....	<b>40.0</b>	<b>40.6</b>	<b>40.1</b>	<b>2.45</b>	<b>2.41</b>	<b>2.25</b>	<b>\$ 97.85</b>	<b>\$ 98.01</b>	<b>\$ 90.42</b>
Building and general engineering.....	40.0	40.6	40.0	2.62	2.60	2.44	104.92	105.44	97.38
Highways, bridges and streets.....	40.0	40.7	40.4	2.00	1.96	1.85	80.04	79.77	74.81
<b>Electric and motor transportation</b> .....	<b>44.2</b>	<b>44.0</b>	<b>43.8</b>	<b>2.13</b>	<b>2.11</b>	<b>2.06</b>	<b>\$ 91.03</b>	<b>\$ 93.01</b>	<b>\$ 90.25</b>
<b>Service</b> .....	<b>36.5</b>	<b>36.4</b>	<b>37.1</b>	<b>1.27</b>	<b>1.26</b>	<b>1.20</b>	<b>\$ 46.16</b>	<b>\$ 45.73</b>	<b>\$ 44.58</b>
Hotels and restaurants.....	36.0	36.0	36.5	1.22	1.21	1.16	43.83	43.39	42.53
Laundries and dry cleaning plants.....	40.4	39.1	40.6	1.21	1.19	1.14	48.77	46.74	46.07

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February 1965 issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND**

SOURCE: National Employment Service, Department of Labour

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
July 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
July 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965 <sup>(1)</sup> .....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965 <sup>(1)</sup> .....	36,995	23,608	60,603	207,721	132,254	339,975

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH JUNE 1964-JUNE 1965**

SOURCE: National Employment Service, Department of Labour.

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—June.....	234,674	109,636	87,592	47,201	74,485	34,649
1964—July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June <sup>(1)</sup> .....	227,386	112,387	96,397	48,555	79,344	34,544

<sup>(1)</sup> Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING JUNE 1965<sup>(1)</sup>**

Source: National Employment Service, Department of Labour.

Industry Group	Male	Female	Total	Change from June, 1964
<b>Agriculture, Fishing, Trapping.....</b>	<b>8,406</b>	<b>4,225</b>	<b>12,631</b>	<b>— 1,457</b>
<b>Forestry.....</b>	<b>3,778</b>	<b>44</b>	<b>3,822</b>	<b>— 472</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>1,384</b>	<b>75</b>	<b>1,459</b>	<b>+ 303</b>
Metal Mining.....	686	17	703	+ 134
Fuels.....	188	34	222	+ 71
Non-Metal Mining.....	209	3	212	— 14
Quarrying, Clay and Sand Pits.....	182	1	183	+ 73
Prospecting.....	119	20	139	+ 39
<b>Manufacturing.....</b>	<b>18,990</b>	<b>7,849</b>	<b>26,839</b>	<b>+ 2,265</b>
Foods and Beverages.....	2,253	1,753	4,006	+ 353
Tobacco and Tobacco Products.....	23	20	43	— 25
Rubber Products.....	170	93	263	+ 53
Leather Products.....	307	255	562	— 103
Textile Products (except clothing).....	743	405	1,148	+ 137
Clothing (textile and fur).....	503	1,572	2,075	— 228
Wood Products.....	2,803	272	3,075	+ 417
Paper Products.....	1,477	319	1,796	+ 37
Printing, Publishing and Allied Industries.....	819	582	1,401	+ 305
Iron and Steel Products.....	3,710	513	4,223	+ 651
Transportation Equipment.....	2,290	296	2,586	— 153
Non-Ferrous Metal Products.....	661	200	861	+ 25
Electrical Apparatus and Supplies.....	751	647	1,398	+ 176
Non-Metallic Mineral Products.....	876	102	978	+ 231
Products of Petroleum and Coal.....	76	14	90	+ 28
Chemical Products.....	849	337	1,186	+ 268
Miscellaneous Manufacturing Industries.....	679	469	1,148	+ 93
<b>Construction.....</b>	<b>14,461</b>	<b>263</b>	<b>14,724</b>	<b>+ 2,079</b>
General Contractors.....	9,735	169	9,904	+ 1,406
Special Trade Contractors.....	4,726	94	4,820	+ 673
<b>Transportation, Storage and Communication.....</b>	<b>6,586</b>	<b>480</b>	<b>7,066</b>	<b>+ 81</b>
Transportation.....	5,827	239	6,066	— 130
Storage.....	594	48	642	+ 94
Communication.....	165	193	358	+ 117
<b>Public Utility Operation.....</b>	<b>541</b>	<b>70</b>	<b>611</b>	<b>+ 193</b>
<b>Trade.....</b>	<b>10,053</b>	<b>4,840</b>	<b>14,893</b>	<b>+ 391</b>
Wholesale.....	4,720	1,199	5,919	+ 892
Retail.....	5,333	3,641	8,974	— 501
<b>Finance, Insurance and Real Estate.....</b>	<b>797</b>	<b>1,468</b>	<b>2,265</b>	<b>+ 307</b>
<b>Service.....</b>	<b>14,348</b>	<b>15,230</b>	<b>29,578</b>	<b>+ 1,064</b>
Community or Public Service.....	1,145	1,631	2,776	+ 165
Government Service.....	4,824	1,394	6,218	+ 796
Recreation Service.....	1,012	221	1,233	+ 1
Business Service.....	1,844	781	2,625	+ 245
Personal Service.....	5,523	11,203	16,726	— 143
<b>Grand Total.....</b>	<b>79,344</b>	<b>34,544</b>	<b>113,888</b>	<b>+ 4,754</b>

<sup>(1)</sup>Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,  
AS AT JUNE 30, 1965**

Source: National Employment Service, Department of Labour.

Occupational Group	Registrations on Hand		
	Male	Female	Total
<b>Professional &amp; Managerial Workers</b> .....	<b>8,589</b>	<b>2,640</b>	<b>11,229</b>
<b>Clerical Workers</b> .....	<b>20,649</b>	<b>54,090</b>	<b>74,739</b>
<b>Sales Workers</b> .....	<b>7,783</b>	<b>19,214</b>	<b>26,997</b>
<b>Personal &amp; Domestic Service Workers</b> .....	<b>29,298</b>	<b>26,184</b>	<b>55,482</b>
<b>Seamen</b> .....	<b>759</b>	<b>10</b>	<b>769</b>
<b>Agriculture, Fishing, Forestry (Ex. log.)</b> .....	<b>5,360</b>	<b>1,136</b>	<b>6,496</b>
<b>Skilled and Semi-Skilled Workers</b> .....	<b>71,752</b>	<b>13,950</b>	<b>85,702</b>
Food and kindred products (incl. tobacco).....	733	363	1,096
Textiles, clothing, etc.....	1,863	8,540	10,403
Lumber and lumber products.....	6,874	121	6,995
Pulp, paper (incl. printing).....	985	397	1,382
Leather and leather products.....	613	712	1,325
Stone, clay & glass products.....	138	22	160
Metalworking.....	6,572	754	7,326
Electrical.....	1,304	839	2,143
Transportation equipment.....	399	40	439
Mining.....	760	—	760
Construction.....	14,547	21	14,568
Transportation (except seamen).....	14,078	76	14,154
Communications & public utility.....	337	3	340
Trade and service.....	3,836	1,138	4,974
Other skilled and semi-skilled.....	12,339	683	13,022
Foremen.....	1,468	238	1,706
Apprentices.....	4,906	3	4,909
<b>Unskilled Workers</b> .....	<b>94,456</b>	<b>27,460</b>	<b>121,916</b>
Food and tobacco.....	3,522	5,216	8,738
Lumber & lumber products.....	6,199	429	6,628
Metalworking.....	2,772	500	3,272
Construction.....	38,991	1	38,992
Other unskilled workers.....	42,972	21,314	64,286
<b>GRAND TOTAL</b> .....	<b>238,646</b>	<b>144,684</b>	<b>383,330</b>

① Preliminary—subject to revision.

## Settlements in July

(Continued from page 715)

*Northern Electric, Belleville, Ont.—Northern Electric Empl. Assn. (Ind.):* 2-yr. agreement covering 500 empl.—general wage increases of 8¢ an hr. retroactive to Feb. 26, 1965 and 8¢ an hr. eff. Feb. 26, 1966; wage increases of 11¢ an hr. retroactive to Feb. 26, 1965 and 11¢ an hr. eff. Feb. 26, 1966 for skilled trades; 2 wks. vacation after 12 mos. of service (formerly after 14 mos.) and 4 wks. vacation after 25 yrs. of service (formerly after 28 yrs.); employer to pay 50% of health insurance premiums; agreement to expire Feb. 25, 1967.

*Northern Electric, Montreal, Que.—Northern Electric Empl. Assn. (Ind.) (Unit No. 2):* 3-yr. agreement covering 500 empl.—wage increases ranging from 6¢ to 10¢ an hr. retroactive to Feb. 26, 1965, 6¢ to 10¢ an hr. eff. Feb. 26, 1966 and 6¢ to 10¢ an hr. eff. Feb. 26, 1967; 2 wks. vacation after 12 mos. of service (formerly after 14 mos.) and 4 wks. vacation after 25 yrs. of service (formerly after 28 yrs.); employer to pay 50% of health insurance premiums; agreement to expire Feb. 25, 1968.

*Old Sydney Collieries, Sydney Mines, N.S.—Mine Wkrs. (Ind.):* 18-mo. agreement covering 1,000 empl.—terms similar to Dominion Coal settlement above; agreement to expire Aug. 1966.

*Phillips Cables Ltd., Brockville, Ont.—IUE (AFL-CIO/CLC):* 2-yr. agreement covering 550 empl.—settlement pay of \$120; general wage increases of 10¢ an hr. eff. July 1965 and 9¢ an hr. eff. Dec. 23, 1965; additional classification adjustments amounting to 5¢ an hr. in first yr. of agreement; 3 wks. vacation after 10 yrs. of service (formerly after 13 yrs.); 4 wks. vacation after 20 yrs. of service in 1966 (at present after 25 yrs.); rate for labourer becomes \$1.98 an hr. Dec. 23, 1965; agreement to expire Dec. 22, 1966.

(Continued on page 776)

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT JUNE 30, 1965**

*Source: National Employment Service, Department of Labour*

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) June 30, 1965	Previous Year June 30, 1964		(1) June 30, 1965	Previous Year June 30, 1964
<b>Newfoundland</b> .....	<b>8,451</b>	<b>10,460</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	2,031	2,271	Sherbrooke.....	3,658	3,853
Grand Falls.....	877	860	Sorrel.....	1,317	1,139
St. John's.....	5-543	7,329	Thetford Mines.....	1,585	1,627
<b>Prince Edward Island</b> .....	<b>1,507</b>	<b>1,434</b>	Trois-Rivières.....	2,859	3,185
Charlottetown.....	811	767	Val-d'Or.....	1,249	1,252
Summerside.....	696	667	Valleyfield.....	1,682	1,186
<b>Nova Scotia</b> .....	<b>14,204</b>	<b>14,726</b>	Victoriaville.....	1,360	1,599
Amherst.....	677	735	Ville St. Georges.....	1,950	1,841
Bridgewater.....	569	618	<b>Ontario</b> .....	<b>134,002</b>	<b>130,131</b>
Halifax.....	4,499	4,594	Arnprior.....	282	217
Inverness.....	178	180	Barrie.....	842	1,029
Kentville.....	942	1,020	Belleville.....	1,807	1,523
Liverpool.....	356	348	Bracebridge.....	488	302
New Glasgow.....	1,717	1,150	Brampton.....	1,469	1,264
Springhill.....	328		Brantford.....	2,330	1,977
Sydney.....	2,885	3,515	Brockville.....	371	406
Sydney Mines.....	569	584	Carleton Place.....	327	300
Truro.....	815	808	Chatham.....	1,449	2,799
Yarmouth.....	669	818	Cobourg.....	966	932
<b>New Brunswick</b> .....	<b>12,078</b>	<b>14,139</b>	Collingwood.....	621	479
Bathurst.....	1,204	1,528	Cornwall.....	2,267	2,525
Campbellton.....	1,120	1,254	Elliot Lake.....	277	321
Edmundston.....	862	872	Fort Erie.....	406	361
Fredericton.....	1,179	1,411	Fort Frances.....	331	316
Minto.....	186	241	Fort William.....	1,059	1,096
Moncton <sup>2</sup> .....	2,380	3,157	Galt.....	745	727
Newcastle.....	1,122	1,256	Gananoque.....	214	244
Saint John.....	2,827	2,970	Godereich.....	274	310
St. Stephen.....	601	767	Guelph.....	1,085	1,154
Sussex.....	244	208	Hamilton.....	8,636	8,127
Woodstock.....	353	475	Hawkesbury.....	309	392
<b>Quebec</b> .....	<b>123,190</b>	<b>135,830</b>	Kapuskasing.....	662	522
Alma.....	1,469	1,628	Kenora.....	525	392
Asbestos.....	305	356	Kingston.....	1,847	1,935
Baie Comeau.....	783	570	Kirkland Lake.....	764	524
Beauharnois.....	1,380	1,421	Kitchener.....	1,528	2,110
Buckingham.....	453	533	Leamington.....	567	668
Causapsca.....	943	954	Lindsay.....	464	560
Chandler.....	1,049	1,048	Listowel.....	107	188
Chicoutimi.....	1,806	1,953	London.....	2,965	3,690
Cowansville.....	321	367	Long Branch.....	3,337	3,909
Dolbeau.....	983	1,323	Midland.....	294	262
Drummondville.....	1,854	1,468	Napanea.....	346	312
Farnham.....	341	293	New Liskeard.....	465	478
Forestville.....	404	365	Newmarket.....	843	858
Gaspé.....	686	869	Niagara Falls.....	1,954	1,536
Granby.....	1,254	1,530	North Bay.....	1,323	1,135
Hull.....	2,365	2,434	Oakville.....	1,077	502
Joliette.....	3,330	6,920	Orillia.....	571	590
Jonquière.....	2,456	2,783	Oshawa.....	4,118	4,563
Lachute.....	393	432	Ottawa.....	7,160	4,820
Lac-Mégantic.....	531	540	Owen Sound.....	1,079	1,037
La Malbaie.....	1,047	840	Parry Sound.....	99	206
La Tuque.....	709	554	Pembroke.....	1,134	732
Lévis.....	2,308	2,003	Perth.....	293	350
Louiseville.....	518	433	Peterborough.....	2,428	2,238
Magog.....	517	435	Picton.....	207	187
Maniwaki.....	484	449	Port Arthur.....	2,191	2,006
Matane.....	1,158	775	Port Colborne.....	536	516
Mont-Laurier.....	441	617	Prescott.....	517	554
Montmagny.....	736	913	Renfrew.....	435	278
Montréal.....	45,904	53,590	St. Catharines.....	2,658	3,903
New Richmond.....	772	874	St. Thomas.....	742	792
Port Alfred.....	646	556	Sarnia.....	1,963	2,709
Québec.....	11,358	10,382	Sault Ste. Marie.....	3,107	2,019
Rimouski.....	1,564	1,091	Simcoe.....	671	855
Rivière-du-Loup.....	1,616	2,166	Smiths Falls.....	409	370
Roberval.....	1,214	1,386	Stratford.....	365	561
Rouyn.....	2,187	2,273	Sturgeon Falls.....	353	372
Ste. Agathe des Monts.....	333	366	Sudbury.....	2,923	3,423
Ste. Anne de Bellevue.....	773	808	Tillsonburg.....	330	497
Ste. Thérèse.....	1,763	1,645	Timmins.....	1,431	1,356
St. Hyacinthe.....	1,215	1,171	Toronto.....	39,172	33,739
St. Jean.....	2,129	2,376	Trenton.....	1,230	822
St. Jérôme.....	1,326	1,247	Walkerton.....	332	426
Sept-Îles.....	1,107	1,240	Wallaceburg.....	348	265
Shawinigan.....	2,599	2,921	Welland.....	1,905	2,317
			Weston.....	2,750	3,308
			Windsor.....	6,064	7,458
			Woodstock.....	657	570

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT JUNE 30, 1965**

*Source: National Employment Service, Department of Labour*

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) June 30, 1965	Previous Year June 30, 1964		(1) June 30, 1965	Previous Year June 30, 1964
<b>Manitoba</b> .....	<b>11,928</b>	<b>18,950</b>	<b>British Columbia</b> .....	<b>45,486</b>	<b>47,744</b>
Brandon.....	1,096	1,190	Chilliwack.....	1,447	1,666
Dauphin.....	541	627	Courtenay.....	486	517
Flin Flon.....	206	176	Cranbrook.....	569	617
Portage la Prairie.....	703	515	Dawson Creek.....	841	909
The Pas.....	204	302	Duncan.....	547	538
Winnipeg.....	12,178	16,140	Kamloops.....	1,646	1,756
<b>Saskatchewan</b> .....	<b>9,998</b>	<b>9,598</b>	Kelowna.....	1,410	1,129
Estevan.....	144	123	Mission City.....	779	717
Lloydminster.....	105	135	Nanaimo.....	611	727
Moose Jaw.....	842	935	Nelson.....	687	633
North Battleford.....	568	571	New Westminster.....	6,072	6,120
Prince Albert.....	1,103	1,111	Penticton.....	1,391	1,029
Regina.....	2,486	2,455	Port Alberni.....	600	1,139
Saskatoon.....	3,057	2,982	Prince George.....	1,607	1,881
Swift Current.....	473	284	Prince Rupert.....	1,086	1,143
Weyburn.....	254	201	Quesnel.....	488	735
Yorkton.....	966	801	Trail.....	735	727
<b>Alberta</b> .....	<b>19,486</b>	<b>23,547</b>	Vancouver.....	19,792	21,573
Blairmore.....	320	396	Vernon.....	1,300	995
Calgary.....	6,884	7,166	Victoria.....	2,993	2,749
Drumheller.....	177	218	Whitehorse.....	339	444
Edmonton.....	7,822	11,506	<b>CANADA</b> .....	<b>383,330</b>	<b>406,559</b>
Edson.....	199	255			
Grande Prairie.....	814	856	Males.....	238,646	266,490
Lethbridge.....	1,464	1,327	Females.....	144,684	140,069
Medicine Hat.....	796	856			
Red Deer.....	1,010	967			

(1) Preliminary.

(2) Includes 58 registrations reported by the Îles-de-la-Madeleine, Que. local office.

## Settlements in July

*(Continued from page 774)*

*Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 850 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional wage increases of 10¢ an hr. upon commencement of continuous operations and 5¢ an hr. additional eff. May 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) and 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966; 5 wks. vacation after 25 yrs. of service eff. Jan. 1, 1967; pre-retirement vacation plan to provide for 1 to 5 wks. additional vacation after 25 yrs. of service for empl. 60 to 64 years of age eff. Jan. 1, 1968; employer to pay 50% of sickness, disability and life insurance premiums; new provision for jury duty supplement; agreement to expire April 30, 1968.

*Saskatoon City, Sask.—Public Empl. (CLC) (inside & outside empl.):* 1-yr. agreement covering 500 empl.—wage increases ranging from 3% to 5%; 3 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); agreement to expire Dec. 31, 1965.

*Silverwood Dairies, Toronto, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC):* 2-yr. agreement covering 600 empl.—wage increases of \$3 a wk. retroactive to April 1, 1965, and \$3 a wk. eff. April 1, 1966; 3 wks. vacation after 10 yrs. of service and 4 wks. vacation after 20 yrs. of service; rate for general labourer becomes \$92.50 a wk. April 1, 1966; agreement to expire March 31, 1967.

*Union Carbide (Metals & Carbon Div.), Welland, Ont.—UE (Ind.):* 2-yr. agreement covering 700 empl.—wage increases of 11¢ an hr. eff. July 12, 1965 and 11¢ an hr. eff. April 1, 1966; additional wage increases of 5¢ an hr. eff. July 12, 1965 and April 1, 1966 for skilled trades; 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service; rate for labourer becomes \$2.44 an hr. April 1, 1966; agreement to expire April 1, 1967.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592, June issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—April.....	4,476,000	4,013,100	462,900
March.....	4,521,000	3,982,000	539,000
February.....	4,499,000	3,939,800	559,200
January.....	4,487,000	3,939,200	547,800
1964—December.....	4,475,000	3,996,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, MAY 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,111	2,707	404	3,900	3,105	795	931
Prince Edward Island.....	396	304	92	545	460	85	128
Nova Scotia.....	4,358	3,097	1,261	4,818	3,700	1,118	1,092
New Brunswick.....	4,042	3,289	753	4,972	3,950	1,022	1,406
Quebec.....	35,648	24,517	11,131	40,275	31,210	9,065	11,823
Ontario.....	24,970	18,244	6,726	29,321	21,061	8,260	8,500
Manitoba.....	3,100	2,456	644	4,072	3,142	930	800
Saskatchewan.....	1,762	1,492	270	2,636	1,986	650	425
Alberta.....	4,442	3,488	954	6,441	4,532	1,909	1,351
British Columbia (incl. Yukon Ter- ritory).....	11,513	8,166	3,347	13,332	9,029	4,303	3,713
Total, Canada, May 1965.....	93,342	67,760	25,582	110,312	82,175	28,137	30,169
Total, Canada, April 1965.....	150,836	111,332	39,504	164,611	134,698	29,913	47,139
Total, Canada, May 1964.....	105,182	73,249	31,933	116,078	88,458	27,620	32,731

\* In addition, revised claims received numbered 31,992.

† In addition, 32,709 revised claims were disposed of. Of these, 2,675 were special requests not granted and 1,608 appeals by claimants. There were 7,993 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
MAY 31, 1965**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	April 30 1965	May 29 1964
CANADA.....	229,467	75,265	73,823	56,140	24,239	497,745	250,054
Male.....	151,162	50,854	52,043	35,261	13,004	380,643	171,311
Female.....	78,305	24,411	21,780	20,879	11,235	117,102	78,743
Newfoundland.....	9,140	2,542	2,949	2,993	656	27,229	8,568
Male.....	7,953	2,221	2,714	2,597	421	25,120	7,289
Female.....	1,187	321	235	396	235	2,109	1,279
Prince Edward Island.....	1,206	266	345	478	117	4,624	916
Male.....	862	201	270	328	63	3,863	639
Female.....	344	65	75	150	54	761	277
Nova Scotia.....	11,598	3,531	3,474	3,284	1,309	32,109	13,660
Male.....	8,750	2,870	2,652	2,415	813	27,105	10,600
Female.....	2,848	661	822	869	496	5,004	3,060
New Brunswick.....	11,541	2,750	4,091	3,307	1,384	32,197	11,790
Male.....	8,715	2,133	3,437	2,415	730	27,073	9,247
Female.....	2,826	623	654	892	654	5,124	2,543
Quebec.....	79,378	27,622	27,420	17,504	6,832	158,861	80,794
Male.....	58,118	20,208	21,582	12,593	3,735	126,956	58,640
Female.....	21,260	7,414	5,838	4,911	3,097	31,905	22,154
Ontario.....	62,432	20,381	18,966	15,134	7,951	129,831	70,727
Male.....	32,960	10,836	10,434	7,518	4,172	87,131	41,287
Female.....	29,472	9,545	8,532	7,616	3,779	42,700	29,440
Manitoba.....	10,068	2,169	3,153	3,432	1,314	23,533	11,434
Male.....	6,140	1,549	1,877	2,043	671	18,226	7,650
Female.....	3,928	620	1,276	1,389	643	5,307	3,784
Saskatchewan.....	5,619	1,503	1,418	1,948	750	14,178	5,468
Male.....	3,389	867	933	1,193	396	10,884	3,522
Female.....	2,230	636	485	755	354	3,294	1,946
Alberta.....	13,386	4,467	4,835	2,856	1,228	29,502	17,197
Male.....	8,892	3,054	3,566	1,630	642	23,428	12,797
Female.....	4,494	1,413	1,269	1,226	586	6,074	4,400
British Columbia.....	25,099	10,025	7,172	5,204	2,698	45,681	29,500
Male.....	15,383	6,915	4,578	2,529	1,361	30,857	19,640
Female.....	9,716	3,110	2,594	2,675	1,337	14,824	9,860

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MAY 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	83,416	2,101,273
Prince Edward Island.....	13,814	306,507
Nova Scotia.....	77,756	1,723,444
New Brunswick.....	84,492	1,989,051
Quebec.....	432,700	10,903,768
Ontario.....	331,454	7,884,235
Manitoba.....	56,261	1,366,408
Saskatchewan.....	35,693	862,293
Alberta.....	63,115	1,583,391
British Columbia (including Yukon Territory).....	118,697	2,939,899
Total, Canada May 1965.....	1,297,398	31,660,269
Total, Canada, April 1965.....	1,741,206	43,308,864
Total, Canada, May 1964.....	1,361,151	33,117,274

\* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF JUNE 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	June 1964	May 1965	June 1965							
St. John's, Nfld. <sup>(1)</sup> .....	121.0	122.8	123.2	120.7	116.3	116.6	121.3	165.1	149.6	115.9
Halifax.....	132.2	133.9	135.1	133.9	134.3	131.6	138.9	170.2	171.9	125.9
Saint John.....	134.8	136.4	137.6	137.9	134.3	128.9	145.3	192.4	156.5	125.7
Montreal.....	135.2	137.4	138.4	142.1	136.2	113.4	166.7	182.8	159.5	127.1
Ottawa.....	135.9	137.7	138.5	139.0	137.4	124.6	159.0	182.2	150.7	126.7
Toronto.....	137.1	139.4	140.8	137.7	141.8	127.7	145.4	173.6	193.0	123.9
Winnipeg.....	132.4	135.2	135.9	136.7	130.2	126.7	138.6	188.8	143.2	138.3
Saskatoon-Regina.....	129.8	131.9	132.2	133.8	128.7	133.3	137.0	150.5	150.0	124.4
Edmonton-Calgary.....	128.1	129.7	130.5	129.0	127.6	129.4	132.4	173.7	145.5	120.6
Vancouver.....	132.7	134.5	135.2	135.4	134.8	124.0	147.3	157.2	150.8	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup>St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964: June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1965, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	5	2,480	3,340
Manufacturing.....	53	8,642	143,040
Construction.....	26	6,273	37,390
Transpn. & utilities.....	11	8,386	77,140
Trade.....	11	7,384	14,170
Finance.....			
Service.....	3	145	450
Public administration.....			
All industries.....	109	43,310	275,530

**TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1965, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	30	60
New Brunswick.....	1	12	90
Quebec.....	26	20,687	102,780
Ontario.....	66	19,156	146,930
Manitoba.....	2	335	730
Saskatchewan.....	1	60	120
Alberta.....			
British Columbia.....	8	189	1,880
Federal.....	4	2,841	22,940
All jurisdictions.....	109	43,310	275,530

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
MINES						
<i>Metal</i> Quebec Cartier Mining Co., Gagnon, Que.	Steelworkers Loc. 5778 (AFL-CIO/CLC)	150	230	230	June 9 June 10	In sympathy with a member of the union laid off~Return of workers.
Iron Ore Co. of Canada, Schefferville, Que.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	600	600	600	June 17 June 18	Discharge of one employee following disagreement with foreman~Return of workers.
Noranda Mines Ltd., Noranda, Que.	Steelworkers Loc. 4278 (AFL-CIO/CLC)	1,450	1,690	1,690	June 18 June 19	Uncertainty about the pro- vincial pension plan~Return of workers.
Wabush Mines Ltd., Pointe Noire, Que.	Steelworkers Loc. 6254 (AFL-CIO/CLC)	250	500	500	June 23 June 25	Wages~Return of workers.
MANUFACTURING						
<i>Food and Beverages</i> Hiram Walker & Sons, Windsor, Ont.	Brewery Workers Loc. 61 (AFL-CIO/CLC)	430	3,010	10,320	May 6 June 10	Wages, statutory holidays, vacations, medical services ~18¢ an hr. increase, im- proved statutory holidays, vacations and medical ser- vices.
St. Lawrence Sugar Refineries Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	275	3,580	3,580	June 12 .....	Wages, fringe benefits~
<i>Rubber</i> Goodyear Tire and Rubber Co., Toronto, Ont.	Rubber Workers, Loc. 232 (AFL-CIO/CLC)	2,100	21,000	21,000	June 14 June 28	Re-scheduling of weekend shifts~Return of workers on the new seven day sched- ule, pending further nego- tiation.
Dunlop Canada Ltd., Port Whitby, Ont.	Rubber Workers Loc. 494, 743 (AFL-CIO/CLC)	480	80	80	June 22 June 22	New policy of the shipping department~Return of workers.
Dunlop Canada Ltd., Port Whitby, Ont.	Rubber Workers, Loc. 494, 743 (AFL-CIO/CLC)	480	2,560	2,560	June 23	Wages~
<i>Clothing</i> Fur Manufacturers Guild, Montreal and area, Que.	Butcher Workmen (AFL-CIO/CLC)	731	550	550	June 8 June 9	Wages, hours~\$6. weekly increase from June 1, 1965, \$4. May 1, 1966, \$2. May 1, 1967; reduction in weekly hours from 37½ to 35; im- proved pension and insurance plans.
<i>Wood</i> Cochrane Enterprises Ltd., Cochrane, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	113	570	570	June 7 June 14	Wages, hours, fringe bene- fits, union recognition~20¢ an hr. increase immediately, 10¢ an hr. on anniversary date 5¢ an hr. at 18 mos. plus 15¢ an hr. at 24 mos.; statu- tory holidays increased from 4 to 7; closed shop and check- off after 30 days.
<i>Paper</i> Kimberley-Clark Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	201	200	200	June 10 June 11	Wages, delay in negotiations ~Return of workers pending conciliation report.
Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers Loc. 290 (AFL-CIO/CLC)	773	4,510	4,510	June 15 June 23	Delay in negotiations~Re- turn of workers pending ar- bitration procedure.
Ontario Paper Co. Ltd., Thorold South, Ont.	Papermakers Loc. 101 (AFL-CIO/CLC)	991	10,320	10,320	June 15 .....	Delay in negotiations~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1965**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
Quebec North Shore Paper, Baie Comeau, Que.	Pulp and Paper Mill Workers Loc. 352 & 375 (AFL-CIO/CLC)	1,100 (330)	8,800	8,800	June 21 .....	Wages~
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	689	15,490	102,730	July 9 .....	Working conditions as af- fected by computers, job security, union membership of foremen~
<i>Primary Metals</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	24,200	56,400	Apr. 20 .....	Wages, vacations, statutory holidays~
Canadian Unicast Steel, Sherbrooke, Que.	CNTU-directly chartered	162	3,560	3,560	June 1 .....	Wages, insurance plan, holi- days~
Canadian Mouldings, Chatham, Ont.	Teamsters Loc. 880 (Ind.)	100	2,100	2,100	June 2 .....	Delay in negotiations~
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	500	170	170	June 11 June 14	Wages, welfare program~ Return of workers.
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	725	3,260	3,260	June 24 .....	Wages, welfare program~
Chromium Mining and Smelting, Melocheville, Que.	Metal Trades Federation (CNTU)	130 (22)	260	260	June 28 June 30	Lack of safety measures~ Return of workers pending further negotiations.
American Standard Products, Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	173	350	350	June 3 June 7	Refusal of Company to allow an employee to work without Medical Clearance~Return of workers.
Horton Steel Works Ltd., Fort Erie, Ont.	Steelworkers Loc. 3598 (AFL-CIO/CLC)	210	260	260	June 11 June 14	Alleged slowness in negotia- tion~Return of workers, re- ferral to conciliation.
<i>Transportation Equipment</i> Canadair, Montreal, Que.	Machinists Loc. 721 (AFL-CIO/CLC)	3,200	12,800	118,400	Apr. 12 June 7	Wages, union security, short term contract~12% wage increase, duration of contract not changed.
Collingwood Shipyards, Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	180	630	630	June 1 June 7	Wages~Return of workers.
McKinnon Industries, St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	750	500	500	June 3 June 3	Disciplinary action against one employee~Return of workers.
Premier Automotive Units Ltd., Stoney Creek, Ont.	I.U.E. Loc. 581 (AFL-CIO/CLC)	130	290	290	June 15 June 18	Disagreement with foreman ~Return of workers.
Smith Bros. Motor Bodies Ltd., Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	106	580	580	June 23 .....	Wages~
<i>Electrical Products</i> Canadian Admiral Corp., Port Credit, Ont.	I.U.E. Loc. 545 (AFL-CIO/CLC)	485	5,820	5,820	June 15 .....	Wages~
Beatty Bros. Ltd., Fergus, Ont.	Steelworkers Loc. 3769 & 6028 (AFL-CIO/CLC)	748	2,990	2,990	June 25 .....	Wages, hours~
<i>Non-Metallic Mineral Products</i> National Sewer Pipe Ltd., Various locations, Ont.	CLC-directly chartered	154	2,000	2,000	June 14 .....	Wages, hours~
Canadian Johns Manville Ltd., West Hill, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	525	4,200	4,200	June 21 .....	Wages~
<i>Chemical Products</i> Canadian Industries Ltd., Hamilton, Ont.	Dist. 40 Mine Workers Loc. 13083 (Ind.)	242	80	80	June 1 June 1	Disciplinary action against 12 employees~Return of workers.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
CONSTRUCTION						
Taylor-Woodrow Ltd., and other contractors, Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	187 (41)	750	750	June 1 June 7	Wages, administration of welfare fund~10¢ an hr. immediately, 10¢ Nov. 1, 1965, 10¢ May 1, 1966, 5¢ Nov. 1, 1966; welfare plan was dropped.
Poole Construction Ltd., Winnipeg, Man.	Structural Iron Workers Loc. 728 (AFL-CIO/CLC)	220	440	440	June 4 June 7	Objection to non-union sub- contractor~Return of work- ers with confirmation of employment of union work- ers.
Various construction contractors, (Carleton University) Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	300	2,980	2,980	June 4 .....	Wages, bereavement pay, union security by sub-con- tractors, fringe benefits~
Mannix Construction Co. Ltd., Cowansville, Que.	Various unions	170	980	980	June 7 June 16	Wages, hours~Adjustment in hours, wages to remain unchanged.
Various construction contractors, Windsor and area, Ont.	Lathers Loc. 439 (AFL-CIO/CLC)	32 (223)	900	900	June 8 June 16	Wages~42¢ per hr. increase: 22¢ effective at the time o signing the contract, 20¢ on May 1, 1966.
Toronto Construction Association, Toronto area, Ont.	Various unions	3,976	26,540	26,540	June 11 .....	Wages~
Ottawa Builders Exchange, (Admin. Bldg. Exp. Farm), Ottawa, Ont.	Various unions	200	600	600	June 18 June 23	Sub-contractors clauses, working conditions~Return of workers pending negotia- tion.
Ottawa Builders Exchange, (Riverside Hospital), Ottawa, Ont.	Various unions	150	300	300	June 22 June 24	Sub-contractor clauses and working conditions~Return of workers pending negotia- tions.
TRANSPN. & UTILITIES						
Transportation Canadian National Express*, Various locations, Ont.	Railway, Transport and General Workers Loc. 185 (CLC)	1,511	4,980	4,980	June 2 June 7	Disciplinary action against 3 motormen~Return of work- ers, review within ten days of penalties against three Toronto employees.
Montreal Transportation Commission, Montreal and area, Que.	Montreal Transport workers' Union (CNTU)	4,017	40,170	40,170	June 8 June 22	Wages, hours~65¢ per hr. for bus drivers, 48¢ per hr. for maintenance workers, 60¢ per hr. for cashiers, over a 3-yr. contract retroactive to July 11, 1964; from 6-10 paid statutory holidays.
Provincial Transport Co., Montreal area, Que.	Public Service Employees' Federation (CNTU)	868	10,850	10,850	June 12 June 29	Wages, hours, medical and pension plan~Drivers: \$15. per week increase, \$5. next year, 5½¢ per mile, 5¢ per express package; garage men 38¢ per hr. increase; terminal workers 45¢ per hr. increase.
Storage Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	118	3,480	3,480	June 2 .....	Wages, fringe benefits~
National Harbours Board, Montreal, Que.	CNTU-directly chartered	1,142	14,280	14,280	June 13 .....	Replacement of four work- ers~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1965**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
Power, Gas and Water Quebec Hydro, Various locations, Que.	Engineers' Syndicate (CNTU)	270	2,700	6,750	May 10 June 15	Classes of engineers to be included in bargaining unit~ Recognition of the majority of engineers in the bargaining unit.
Union Gas Co., London and area, Ont.	Gas Workers Loc. 89 (CLC)	115	210	210	June 10 June 16	Employment of non-union inspectors in the engineering department~Return of workers pending negotia- tions.
The Public Utilities Commission, Oshawa, Ont.	I.B.E.W. Loc. 2028	122	60	60	June 29 June 29	Delay in negotiations~Re- turn of workers.
<b>TRADE</b>						
Steinberg's Ltd., Montreal and area, Que.	Steinberg's Employees' Protective Association (Ind.)	6,900	11,500	11,500	June 7 June 10	Wages, fringe benefits~\$6. weekly increase retroactive to Mar. 15, 1965, \$5. Mar. 15, 1966, \$5 Mar. 15, 1967; com- pany paid insurance plan.
National Grocers Co. Ltd., Various locations, Ont.	Teamsters various locals (Ind.)	194	690	690	June 14 June 23	Wages, delay in negotiation ~Return of workers, pending province-wide negotiations.
Canadian Co-Operative Implements Ltd., Winnipeg, Man.	Steelworkers Loc. 3960 (AFL-CIO/CLC)	115	290	290	June 21 June 23	Delay in negotiations~Re- turn of workers, pending fur- ther negotiations.

Figures in parenthesis represent the number of workers indirectly affected.

\*Federal jurisdiction.



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The "War on Poverty" (p. 794)

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(Continued on page three of cover)

# THE LABOUR GAZETTE

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## Canadian Government Annuities

*Decline in premium income of recent years appears to have been halted during fiscal year ended March 31, Annuities Branch reports. But cash disbursements exceeded income*

The decline in premium income in recent years appears to have been halted in the government annuity account. During the fiscal year ended March 31, 1965, an increase of \$749,316 in premium income over that in the previous fiscal year was recorded by the Annuities Branch of the Department.

But cash disbursements exceeded the premium income by \$29.6 million. Interest of \$49.1 million was earned by the fund, however. This was an increase of \$18.8 million after a surplus of \$695,379 had been paid into the Consolidated Revenue Fund.

As a result of an increase in interest rates for some annuities on April 1, 1964, the price of immediate annuities came close to commercial prices. Income from sales of immediate annuities increased about four times, and the number of contracts increased about three times.

Although the higher interest rate for group annuities did not produce a noticeable volume of new business, it was responsible for the resumption of payments under a number of group contracts where premium payments had been suspended. In many instances premium payments that otherwise might have been suspended were maintained.

### Interest Rates

Interest rate for group annuities is 5 per cent; for immediate annuities at ages 55 and older, 5½ per cent; and for deferred annuities, maturing in 5 years or less at ages 55 or older, 4 per cent, building up to a 5 per cent maturity value.

During the year, 5,600 persons came under the security provisions of the Government Annuities Act, either by purchasing individual annuities or by enrolment in group pension plans.

New business amounted to 3,142 deferred annuities, 675 immediate annuities, and seven group contracts covering 120 employees. The number of new employees entering old groups was 1,663, replacing employees who had retired, died, or left their employer's service.

At the end of the fiscal year there were 205,332 persons insured under 1,312 pension plans. Of these, 149,026 were employees at

work, with 56,306 holding paid-up deferred pensions by reason of termination of service before retirement age.

Individual deferred annuity contracts in force numbered 90,340, with approximately 74,000 persons receiving annuities under 93,342 contracts and certificates. This entailed the mailing of 863,000 cheques. A total of 3,656 employees retired on pension and 2,481 individual contracts matured for payment of annuity.

The average age of persons drawing annuities was 70.5 for both men and women. During the year, 4,223 deaths were reported. The average age of the men who died was 75.6; of the women, 80.5. There were six annuitants who were more than 100 years old.

### Employees under Pension Plans

Working employees under pension plans numbered 149,000. Company valuations covering 65,000 employees were made and 23,900 accounts were given attention.

About 23,500 annual statements were prepared for tax purposes for Registered Retirement Savings Plans. The sum of \$10,250,000 was paid into the plan in the 1964 tax year by 23,500 persons.

When the Canada Pension Plan becomes effective on January 1, 1966, the Annuities Branch will be prepared to cope with the proposed changes in the eligibility dates for old age security as they affect the integration of annuities and old age security into one uniform income. Tables have been prepared showing the additional annuity to be paid to the various dates of eligibility of the annuitant for old age security.

Individuals and employers have shown considerable interest in what the new situation may do to figures for the option to take an annuity reducing when old age security becomes payable. In 1970, when old age security becomes universally payable at age 65, the option will disappear for maturities and retirements at age 65 and older.

The Annuities Branch has 42 sales offices across Canada. The staff consists of 60 salesmen and 15 office assistants. Of the salesmen, 49 are full-time employees and the remainder part-time.

## 50 Years Ago This Month

*Harvesting operations absorb almost all idle labour in West and provide work for many from East. In addition, recruiting for overseas service helps to reduce the number out of work*

With harvesting operations reaching their height toward the end of August, practically all idle labour in the West was absorbed, and employment was provided for many thousands from the East, who were brought in on special excursion trains, the *Labour Gazette* of September 1915 reported. Several of these special trains were run during the month.

"Recruiting for overseas service also continued steadily and was a factor in reducing the number out of work."

At the same time, it appeared from other reports in the same issue that the flocking of harvesters from the East to the West to help in getting in the excellent crop was rather overdone, with the result that, while in some parts of the East there was a shortage of labour, in some Prairie districts there was a surplus.

"The unemployed in Winnipeg were able to secure work at harvesting, but it was reported that a large number of men from Eastern Ontario were unable to obtain work as harvesters. Brandon also reported there were large numbers of labourers unable to obtain work." In some other districts, however, there was a good demand for local and outside labour.

Employment throughout the country was improving considerably. This was the result of a combination of a general improvement in business, orders for war supplies, a demand for harvest labour, and recruiting for military service. Skilled workers, such as machinists, continued to leave for work in munitions factories in England.

The Montreal correspondent said, "Various companies are assuring their men that their positions will be given back to them when they return from the front. In addition to this, Canada Steamship Lines, Limited, decided to insure the lives of all married men. They will also contribute \$10 a month as long as the war lasts to the support of dependants of those who enlist from their employ. Two thousand men have been furnished to the firing line by the Grand Trunk, Grand Trunk Pacific and their affiliations by rail and lake since the war began . . ."

"The United States Bureau of Labor Statistics has commenced the publication of a monthly journal," this journal reported. "The

journal is slightly smaller in dimensions than the *LABOUR GAZETTE* of Canada, but is comparable with it, generally speaking, in the nature of its contents, save that the United States publication does not appear to aim at informing its readers as closely as does the *LABOUR GAZETTE* with reference to current industrial conditions in the different parts of the country. The United States publication, which will be known as the "Monthly Review," is under the official control of Dr. Royal Meeker, United States Commissioner of Labor . . ."

The September *LABOUR GAZETTE* published the full text of a draft bill to amend and consolidate the Industrial Disputes Investigation Act, 1907. "The opening lines of the introductory page state the Minister's object in making known at this time the nature of the proposed legislation:

"The accompanying draft Bill respecting Industrial Disputes is printed and distributed for consideration and discussion. It is earnestly requested that its provisions be carefully perused, and that the views and suggestions of those interested be sent to the Minister of Labour.

"The names of secretaries of all trades union branches in Canada are, it will be remembered, on the complimentary mailing list of the *LABOUR GAZETTE* and the publication is mailed to them regularly. It is trusted that officers of organizations which have shown special interest in this legislation will bring to the attention of their members the draft Bill printed in the present issue."

This journal's Peterborough correspondent said, "Labourers working for the Warren Paving Company have been granted a shorter work day and an increase in wages. They now work nine hours a day and receive 20 cents per hour. They formerly worked 10 hours a day and were getting 17½ cents per hour."

The correspondent from Fort William and Port Arthur said, "During the past 12 months many people have left these cities, leaving many empty houses. This has caused a great reduction in rents, and also no necessity for new buildings, and as a consequence the building trade has suffered severely . . . Many men have left Port Arthur and Fort William to help in the Western harvest fields. . . ."

### Set up Board to Administer Auto Worker Benefits

The establishment of an Adjustment Assistance Board to administer the Transitional Assistance Benefit Program for auto workers laid off as an effect of the Canadian-United States Automotive Program, and a program of loans for manufacturers of auto parts, was announced early in August jointly by Hon. Allan J. MacEachen, Minister of Labour, and Hon. C. M. Drury, Minister of Industry.

The chairman of the new board is Prof. Vincent W. Bladen, Dean of the Arts and Science Faculty, University of Toronto. Prof. Bladen served as chairman of the recent Royal Commission on the Automotive Industry. The other members of the board are: S. S. Reisman, Deputy Minister of Industry; G. V. Haythorne, Deputy Minister of Labour; and R. B. Bryce, Deputy Minister of Finance.

To attain the increased output that is expected to come about as a result of the automotive program, many Canadian parts manufacturers will have to undertake substantial re-equipment and expansion programs that are likely to lead to a limited number of layoffs. The board will receive applications for transitional assistance benefits from a firm on behalf of its employees, from a group of workers affected, or from their union or other authorized representative.

The board will also authorize loans to existing auto parts manufacturers who have a prospect of profitable operation, but who would otherwise be prevented by lack of capital from undertaking the necessary re-equipment.

The new program of transitional assistance for workers, together with unemployment insurance benefits, will provide to laid-off workers payments ranging from 62 to 75 per cent of their weekly straight-time pay, depending

on the number of their dependants, and provided that the total benefit does not exceed 65 per cent of average weekly wages or salaries which at present amount to about \$75 in the motor vehicle and auto parts industries.

To be eligible for benefits, an unemployed worker must be qualified for unemployment insurance benefits, and must have worked at least 30 weeks in the automotive industries during the previous year. He will then be entitled to four weeks of benefits, with additional credits up to a maximum of one year for employees who have completed two years of employment in these industries immediately preceding the layoff.

Workers who complete training programs will be eligible for benefits for a period of up to a year and a half.

The payment of transitional assistance benefits to workers will be conditional upon contribution to the program by those companies that have supplementary unemployment benefit plans. The transitional assistance benefits, together with unemployment insurance benefits, will amount to at least 62 per cent of a worker's pay, plus \$1.50 for each dependant up to a maximum of four. Therefore, these companies, according to the provisions of the SUB agreements, will not be required to make any payments to the SUB. Consequently, they have been asked to contribute to the TAB fund the amount they would have paid to the SUB funds.

Details of administration of the Transitional Assistance Benefit Program for eligible workers will be carried out by the Department of Labour and the Unemployment Insurance Commission.

### Prime Minister Asks for Slowdown in Building Industry

Prime Minister Pearson has called for a slowdown on major building projects to avert inflation in the construction industry. He announced measures to spread out a number of federal building programs, and has appealed to businessmen to consider deferring important construction schemes.

Mr. Pearson issued his special statement in conjunction with the mid-year forecast of private and public investment in Canada. This survey showed that private business and public authorities are planning to invest \$12.8 billion in capital works this year, compared with previous intentions of \$12.3 billion.

This program would represent an increase of 4 per cent over that anticipated earlier for 1965, and would be nearly 19 per cent

above the 1964 level. In both value and volume terms, such a capital expenditure program would be the largest on record and would represent the sharpest annual increase in such spending since 1956.

The federal slowdown program involves deferring these projects: a large postal terminal building in Toronto; work on the new runway at Dorval Airport, Montreal; a new main terminal building at Vancouver Airport; and a National Museum in Ottawa, and a parking garage on Parliament Hill.

The Government will also ask Parliament to amend three programs it shares with the provinces and municipalities:

—to extend until March 1970, instead of March 1967, the period in which the federal

Government pays 75 per cent of the cost of technical and vocational schools;

—to extend to the end of 1970, instead of 1967, the period during which federal grants are made to the provinces for construction of the Trans-Canada Highway;

—to extend to March 1970, instead of March 1967, the period during which, under the National Housing Act, Ottawa authorizes loans to the provinces and municipalities for construction of sewage treatment projects, and deducts 25 per cent of the loan if the work is completed before the end of the period.

Claude Jodoin, President of the Canadian Labour Congress, accused the Government of ignoring the advice of the Economic Council of Canada and condemned the federal cut-back in public works. He said the Government has presented no convincing evidence that there is danger of runaway inflation.

"Repeatedly in this country, Governments have panicked at the first hint of rising costs and have adopted measures which choke off economic expansion," he said. "Now it is happening again. The lessons of the past have not been learned."

Canadians cannot expect to attain the 1970 goals set by the Economic Council if the Government is so frightened of inflation that it cuts back spending on job-creating projects at the first sign of cost pressures, Mr. Jodoin said.

The President of the Canadian Construction Association, Neville R. Williams of Winnipeg, voiced alarm over the Prime Minister's announcement. He said that federal Government action in re-scheduling deferable public works projects in certain cases was reasonable, provided that it was executed in a careful and selective manner.

"The volume of construction for manufacturers, however, is still below the level of the late 1950s and it would be a serious mistake if projects contributing to Canada's economic development were deferred," he said.

The CCA President pointed out that a significant portion of increased construction costs arose out of federal Government policies. "This year we are experiencing the full effect of the 11 per cent federal sales tax on construction materials.

"Contractors are now adding around 2 per cent to their labour estimates for 1966 work to cover the Canada Pension Plan assessments. Manufacturers have kept pace with the increased demand for materials, and equipment and prices, apart from the sales tax element, have been quite stable. Labour shortages are being experienced in several areas, and this is reflected in costs—but this situation, as mentioned by the Prime Minister, is by no means characteristic of the country as a whole."

## *Quebec Civil Service Act Passed, Gives Civil Servants Right to Strike*

The Quebec Civil Service Act last month received final reading in the Legislative Assembly. The Act gives Quebec civil servants collective bargaining rights on salaries and working conditions, but not on job classification. Only Quebec and Saskatchewan give civil servants the right to bargain collectively and to strike.

The right to strike is not given persons in authority, civil servants carrying out work of a confidential nature or policemen.

The law excludes from the labour code legislation "any civil servant whose work is judged by the Civil Service Commission to be of a confidential nature such as a Department of Labour conciliator, a Civil Service Commission Inspector, an employee of the Cabinet, Treasury Council and Cabinet minister's office or a personnel director."

The Act specifically names the Quebec Civil Servants Union, a CNTU affiliate, as the bargaining agent for about 26,000 civil servants under the Act.

## *Canadian Postal Workers Strike, Only Second Time in 40 Years*

Dissatisfaction over salary increases of \$300 to \$360 a year touched off strikes of postal workers in Montreal, Que.; Toronto, Ont.; Vancouver, B.C.; and a number of other centres in the three provinces. The Canadian Brotherhood of Postal Workers (L.G., July, p. 599) had demanded an increase of \$660 a year.

About 17,000 of the 22,000 letter carriers and mail sorters were involved in the walk-out, which began July 22 in Vancouver and Montreal and spread to Toronto; workers in the latter centre returned to work August 9, in most other places by July 30.

The previous postal strike was in 1924 (L.G. 1924, p. 546).

End of the strike came when the Brotherhood urged the workers to accept salary increases of \$510 to \$550 as recommended by Judge J. C. Anderson of Belleville, who had been appointed a one-man commission to inquire into the salaries.

After the strikers, with the exception of those in Montreal, returned to work, a nationwide referendum was taken on Judge Anderson's recommendations. The workers accepted the increase by a 3-to-1 margin.

Montreal workers refused to participate in the referendum. Instead, they held a vote that resulted in their acceptance of the increases; they returned to work on August 9, ending their 17-day strike.

## SIU Presents Brief On Marine Safety

A 36-page brief dealing with marine safety on the St. Lawrence River and the Great Lakes, together with a lengthy appendix containing supporting evidence, was presented to the Minister of Transport by the Seafarers' International Union of Canada in July.

The brief reviewed a number of the accidents that have taken place in the territory referred to, and made seven specific recommendations regarding measures that the union contended would reduce the frequency of such accidents.

The brief rejected the argument that an increased volume of traffic must lead to a proportionate increase in the number of accidents. It also demurred to the drawing of any definite distinction between minor and major accidents.

"Where ships are involved, it cannot be said with any certainty that certain accidents are minor or major," the union said; and it gave as an instance a "relatively minor accident" in which "a vessel this spring grounded in the Welland ship canal and delayed 55 ships for anywhere up to 36 hours."

One of the main recommendations made in the brief was that "all ships navigating the St. Lawrence River and Great Lakes area be equipped with both AM and VHF radio telephones . . . properly manned 24 hours a day in the English language whilst the vessel is navigating in the area."

The brief explained that although all Great Lakes vessels were equipped with such radio telephones, "ocean vessels are equipped with radio telegraphy receivers and transmitters as specified by the International Convention for Safety of Life at Sea, of which Canada is a signatory nation."

The union said that "the ocean-type radio equipment is completely incompatible with the radio telephone equipment used by Canadian lake-type steamers and ships. . . ." Although St. Lawrence Seaway regulations required vessels to carry a VHF radio telephone these telephones were usually rented and taken aboard only in the port of Montreal. Below the port of Montreal this was not required.

The brief referred to the opinion expressed by survivors of the *Leecliffe Hall* that if they had been able to communicate with the *Appolonia*, the collision between the two vessels in September 1964 would have been averted.

Another important recommendation made by the SIU was that ocean freighters and all types of vessels except those that were Canadian-registered or Canadian-manned should be required, while navigating the St. Lawrence

and the Great Lakes, to employ three Canadian or American Great Lakes helmsmen in addition to the pilot required by existing regulations.

A third recommendation would have all vessels plying the St. Lawrence or the Great Lakes to be required to have "an exclusively assigned lookout man posted either on the navigation bridge or the bow during the hours of darkness."

The brief also recommended "the immediate establishment of competency standards for Canadian seamen based on the proved experience of the United Kingdom, the United States and the vast majority of world maritime nations . . . coupled with a basic training program in conjunction with the Department of Labour under certain apprentice legislation presently vested in that portfolio.

"That this basic training be administered by management and labour under the auspices and examining governorship of the Department of Transport," Montreal, Vancouver, and Thorold, Ont., were proposed as sites where schools might be established to provide this training.

### Labour and Management Share Floor at AFL-CIO Show

At the AFL-CIO's annual Union Industries Show, held for six days in Pittsburgh during May, labour and management put aside differences to demonstrate that the two parties have what President Johnson has called "a mutuality of interest."

In 1938, labour sponsors accounted for 85 per cent of the floor space at the first Union Industries Show, run by the old AFL in Cincinnati; and even companies that used the union label were usually reluctant to enter a union show.

But a change of attitude began after the merger of the AFL and the CIO in 1955, when the show came under the sponsorship of the AFL-CIO Union Label and Service Trades Department, with a substantial increase in union support and in the funds on hand for promotion.

This year, according to an article in *Business Week*, floor space at the show was about equally divided between labour and management sponsors. About 35 national companies ran their own booths, and many others donated products for display in union booths.

Some of the companies' booths were side by side with union displays of propaganda for medicare and the shorter work week. Management participants, however, seem to consider the advertising valuable, because the AFL-CIO's 12,500,000 members represent a comparatively well-paid, partially-captive market.

## *Sign Manpower Assessment Agreement For Western Pulpwood Industry*

The Minister of Labour last month announced the signing of an agreement, under the auspices of the Manpower Consultative Service, to provide for a joint manpower assessment program in the pulpwood logging industry. The new agreement is with the International Woodworkers of America (AFL-CIO/CLC) and the North Western Pulp and Power Limited at Hinton, Alta.

The company and the union have established a Joint Consultative Committee with a small research subcommittee for the purpose of assessing and planning for manpower problems associated with expected technological changes in the pulpwood logging operations. Under the Manpower Consultative Service agreement, the Department of Labour is providing technical services as well as one-half the cost of the manpower assessment and adjustment planning program.

Mr. MacEachen said he was confident that the company, the union and its members, and the economy of the area generally, would benefit by this constructive approach to technological change and consequent manpower adjustment.

Commenting on the agreement, a spokesman said that the union welcomed the opportunity of participating in manpower planning for technological change, and that Mr. MacEachen and the company can be assured of full and constructive efforts.

Representatives of the company added that certain technological changes were anticipated in the pulpwood logging operations, and the company recognized that employee and union interests would be involved.

This is the sixth such agreement to be signed since the Manpower Consultative Service was established last year (L.G., June, p. 488).

## *Commission on Human Rights Holds 21st Session*

The 21st session of the United Nations Commission on Human Rights was held in Geneva from March 22 to April 15. The Commission consists of 21 members, each elected by the Economic and Social Council for a three-year term.

The present membership is: Austria, Britain, Canada (since February 1, 1963), Chile, Costa Rica, Dahomey, Denmark, Ecuador, France, India, Iraq, Israel, Italy, Jamaica, Liberia, the Netherlands, the Philippines, Poland, the Ukrainian S.S.R., the U.S.S.R., and the United States.

The Commission holds one session each year, and this was the last session that will

be attended by Canada during its present term of membership.

The Commission on Human Rights was created by the Economic and Social Council of the United Nations early in 1946 to advise the council and to submit proposals and recommendations to it on such matters as an international bill of rights, international declarations or conventions on civil liberties, the status of women, the protection of minorities, the prevention of discrimination, and the rights of man generally.

It was the Commission on Human Rights that prepared the Universal Declaration of Human Rights adopted by the General Assembly on December 10, 1948 (L.G., 1949, p. 162). The Commission also elaborated a number of international instruments in the field of human rights, including the important draft covenants on civil, political, economic, social and cultural rights that are still under consideration in the General Assembly.

The Commission is currently drafting an international convention on the elimination of all forms of religious intolerance. Other items on its agenda relate to: the question of periodic reports on human rights; the right of everyone to be free from arbitrary arrest, detention and exile; freedom of information; capital punishment; police ethics; the problem of war criminals and of crimes committed against humanity; and the program of activities that are to be undertaken on the occasion of the 20th anniversary of the Universal Declaration in 1968.

The Canadian delegation to this session consisted of:

*Delegate*—Miss Margaret Aitken, Toronto.

*Alternate delegates*—Miss V. Kasurak, Windsor; and Charles Lussier, Assistant Deputy Minister, Department of Citizenship and Immigration.

*Advisers*—J. A. Beesley, First Secretary, Permanent Mission of Canada to the European Office of the United Nations, Geneva; and Gilles Grondin, Second Secretary, Permanent Mission of Canada to the United Nations, New York.

## *U.S. Retraining Costs Recovered in One Year*

One-third of the U.S. government's cost of retraining unemployed workers is recovered in one year, according to Samuel C. Bernstein, Illinois Employment Security Administrator.

Mr. Bernstein told a Chicago seminar on training programs:

—20 per cent of the cost of teaching the jobless new skills to make them employable is recouped in one year through income taxes;

—10 per cent or more of the cost is saved from unemployment compensation payments.

## *Economic Council Publishes Labour-Management Studies*

The complete text of the opening address by the Chairman of the Economic Council of Canada, together with four studies presented at the National Conference on Labour-Management Relations, convened by the Economic Council in Ottawa on November 9-10, 1964 (L.G., Jan., p. 22), have just been published.

The four studies are: "The Current Status of Labour-Management Co-operation in Canada," by W. Donald Wood, Professor of Economics and Director, Industrial Relations Centre, Queen's University; "Experiments and Progress in the Field of Labour-Management Relations in Europe," by Jean-Réal Cardin, Director, Department of Industrial Relations, Laval University; "Recent American Developments and Experiments in Labour-Management Relations," by J. T. Montague, Director, Institute of Industrial Relations, University of British Columbia; and "The Nova Scotia Labour-Management Agreements," by John H. G. Crispo, Associate Professor of Industrial Relations, School of Business, University of Toronto, now Director of the University's Industrial Relations Centre.

Copies of the book may be obtained from the Queen's Printer, price \$2.

## *Alberta Labour Seeks Amendments To Provincial Labour Act*

An amendment to the Alberta Labour Act to define a trade union as "an international, national, or provincial organization of employees, or a local branch chartered by and in good standing with such an organization," was requested by the Alberta Federation of Labour in a brief presented to the Alberta Government in July.

The aim of the amendment would be to prevent company-dominated associations of employees from being granted certification by the province's Board of Industrial Relations. The AFL said that such organizations had been granted certification in increasing numbers in recent years.

Other amendments to the Act requested by the Federation would, among other things, have the effect of:

- limiting the power of the Board of Industrial Relations to grant employers the right to extend working shift schedules;

- easing restrictions on organizational picketing and requirements for "membership in good standing" in applications for certification;

- taking away from the employer the right to apply for decertification of a trade union;

- allowing employees greater freedom to refuse to cross picket lines without jeopardizing their employment;

- removing restrictions on strikes and provision for compulsory arbitration of disputes in certain industries;

- and prohibiting the employment of professional strike-breakers to replace employees involved in a labour dispute.

Other changes in labour regulations asked for by the Federation were: that the chairman of the Board of Industrial Relations should be someone other than a government employee; that a set of regulations should be prepared governing application for certification of a trade union; that a schedule of fees should be drawn up for payment of chairmen and members of arbitration boards; and that a review should be made of the provisions of the Alberta Labour Act to assume much greater protection from employers for employees who wish to join a union.

## *Five-Week Vacation Won by Chicago Brewery Drivers*

A fifth week of paid vacation after 20 years of service is part of a new three-year contract between Local 744 of the International Brotherhood of Teamsters, and employers' groups representing Chicago brewers and beer distributors. The longest vacation provided under a previous contract was four weeks after 12 years.

The agreement covers 1,500 drivers and warehousemen.

## *Longer Work Day Asked By U.S. Rubber Workers*

The B.F. Goodrich Co. in Akron O., and Local 5 of the United Rubber, Cork, Linoleum and Plastic Workers are negotiating about lengthening the work day from six to eight hours, and reducing the work week from six to five days.

The six-hour day worked by most Akron rubber plants began as a share-the-work device during the depression of the 1930s, and the six rubber companies in business in Akron have been trying almost ever since to get it increased. The union, however, has rejected all overtures.

Recently a change has come about in the situation in consequence of a vote by 57 per cent of the membership of the local in favour of the longer day and shorter week. According to the president of the local, the favourable consideration being given by the union to the change is because of the wish to make the Akron plant more competitive with plants elsewhere. The six-hour day has

cost the Akron plant 5,000 jobs during the past 30 years, because expansion has taken place elsewhere.

Electricians are the first building tradesmen in Hamilton to win a 37½-hour week. Under an agreement signed last month by Local 305, International Brotherhood of Electrical Workers, and the city's construction industry, the work week will be reduced from 40 to 37½ hours in 1969, the fourth and final year of the contract, with no reduction in take-home pay.

### *Hiring on Basis of Ability Rather than Age Urged in U.S.*

A national policy to encourage and implement hiring on the basis of ability rather than age has been proposed by U.S. Secretary of Labor W. Willard Wirtz in a report to Congress. The Secretary made a number of general recommendations to deal with age discrimination, including one for a "well-administered and well-enforced statute, coupled with an educational program."

Among other means of reducing and eliminating various forms of employment discrimination against older workers, the Secretary suggested:

- new forms of private annuity coverage for older workers not covered by present private pension systems;

- a review of present systems of workmen's compensation and disability insurance;

- an "employability" campaign that would include counselling, retraining, community programs for job-finding, the development of part-time jobs, and expansion of manpower development and training programs; and

- a special program of financial assistance to displaced workers between the ages of 55 and 65.

### *New U.S. Act Seeks to Improve Conditions for the Aged*

The United States Older Americans Act, signed in July, creates an Administration on Aging in the Department of Health, Education and Welfare. It authorizes \$17.5 million in federal funds to promote co-operative efforts toward enriching the retirement years of elderly citizens whose life spans have been extended by improved medical science.

The new Administration will serve as coordinator and technical adviser to state agencies and public and private non-profit groups to develop training programs and community centres for the elderly.

### *U.S. Medicare Bill Becomes Law*

The so-called "Medicare Bill" was recently signed by U.S. President Johnson and became law as Title XVIII of the Social Security Act (L.G. 1945, p. 814).

The new law, with numerous subsidiary considerations, provides for basic additions, amendments or changes to existing social security legislation. These are:

- (a) a basic plan of hospital insurance for persons aged 65 years and over;

- (b) provision for a voluntary system of medical care, with voluntary payments of individuals to be matched by equal sums from the government;

- (c) increases in social security benefit payments, and general improvement in the payment aspect of social security;

- (d) improvement and consolidation of welfare benefits under Social Security.

For news of the Canadian Government's medicare proposals, see page 800.

### *Mexican Profit-Sharing Is a Growing Success*

Mexico's once-controversial compulsory profit-sharing plan is a growing success.

This year about 2,000,000 workers are dividing profits estimated at between 1,000,000,000 and 1,500,000,000 pesos—up from about 900,000,000 pesos (about \$72,000,000) divided last year among about the same number of workers.

Businessmen praise the plan, and the few protests that are heard come from the ranks of labour where some workers complain when they think the profits to be shared are too small.

Most of those taking part in the profit-sharing plan are union members in urban areas. Mexico's labour force is composed of about 11,000,000 persons, of which about 6,000,000 are agricultural workers.

The profit-sharing is required by national law and affects about 80 per cent of the business and financial organizations in Mexico, both Mexican and foreign-owned.

Exceptions to the profit-sharing law generally are small operations with few employees, or new industries exempted in their first stages.

Mexican officials point with pride to figures they say show that compulsory profit-sharing caused no cut in economic activity. Business in general was so good last year that Mexico's gross national product increased 10 per cent, the largest increase in a decade.

Under the profit-sharing plan, an estimated average of 14 per cent of total company profits are distributed among employees.

# The "War on Poverty"

*Is popular name for program of work and opportunity designed "for the full utilization of human resources and elimination of poverty" and is really the co-ordination of five programs*

During the last session of Parliament, the federal Government launched a program of work and opportunity, described in the Speech from the Throne as a program "for the full utilization of our human resources and for the elimination of poverty."

The "war on poverty," as it is popularly called, is actually the co-operation and co-ordination of five programs aimed at the elimination of poverty in a country that is more prosperous than ever before in its history.

The programs are: the Area Development Program, the Manpower Mobility Program, ARDA (Agricultural Rehabilitation and Development Administration), the Canada Assistance Plan, and the Company of Young Canadians.

The "war" is being co-ordinated by a Special Program Committee, of which Prime Minister Pearson is chairman, and Hon. Allan J. MacEachen, Minister of Labour, vice-chairman.

A federal-provincial "work and opportunity" conference is scheduled for early 1966, when discussions will be held on proposals and plans made for joint activities on the programs.

## AREA DEVELOPMENT PROGRAM

Hon. C. M. Drury, Minister of Industry, recently announced a new and expanded Area Development Program in an attack on what has been called "insular poverty"—poverty that exists in islands or areas where nearly all residents have substandard incomes.

The program replaces the system of income-tax incentives to encourage firms to locate in "designated areas" with a system of capital grants.

The new program will embrace 65 National Employment Service office areas and 16 counties and Census divisions in all 10 provinces.

The areas that qualify are characterized by high and chronic unemployment and low family incomes. They contain 16 per cent of the national labour force, compared with 7½ per cent of the labour force covered under the former plan (L.G., Jan., p. 4).

The new list of designated areas includes three in Newfoundland, two in Prince Edward Island, eleven in Nova Scotia, nine in New Brunswick, twenty-two in Quebec, seven in Ontario, three in Manitoba, four in Saskatchewan, one in Alberta and three in British Columbia.

In an address on the "work and opportunity" program, delivered to the Canadian Club at Niagara Falls in May, Mr. MacEachen labelled poverty as a public enemy, "which like so many other public enemies operates in secrecy in some of the dark and dank recesses of our society."

He defined poverty by quoting the well-known Canadian-American economist, John Galbraith, as saying "there is no firm definition of this phenomenon and again, save as a tactic for countering the intellectual obstructionist, no precise definition is needed."

Mr. MacEachen said he agreed with John Galbraith and suggested "that only the most insensitive can fail to recognize poverty when he sees it—poverty in material needs, poverty in needs of the spirit.

"The people in these islands of poverty in a prosperous Canada have been side-tracked while most of us have been riding the express train by burgeoning prosperity—some because they are ill-equipped to seize opportunities; some because they live in areas where there are few opportunities or none at all," he said.

Mr. Drury indicated that "although the areas have suffered from some economic difficulties in the past, with help they should prove attractive to a variety of industries anxious to establish new facilities.

"With new and growing markets developing at home and abroad, as transportation facilities improve, and as industrial training programs are exploited, I am confident that many areas that may have been considered somewhat remote for industrial development in the past will offer most attractive opportunities for economic growth in the future."

## Development Grants

The grants will be available under the Area Development Incentives Act, which took effect on July 1 and will expire on March 31, 1971. It provides for capital grants in respect of new manufacturing and processing facilities that are established in designated areas as well as to firms already situated in these areas which undertake significant expansion there.

The amounts of the grants are to be directly related to the total investment in new

buildings and equipment made by these enterprises. A firm that qualifies for a grant may elect to take it in the form of a credit against its income-tax liabilities.

The development grants will be exempt from federal income tax and do not reduce the amount of capital cost that may be used for tax purposes.

To ensure suitable training facilities to fully exploit employment opportunities, the Act also provides for close liaison between the National Employment Service and firms receiving development grants.

The benefits are available to eligible firms in the new designated areas whose projects were not committed prior to the Act's taking effect. The duration of the incentives program is designed to ensure the best possible results in that the benefits will be available to eligible firms that enter production before expiry of the plan on March 31, 1971.

Since the tax incentives for industrial development in designated areas do not expire until March 31, 1967, eligible manufacturing and processing firms coming into reasonable commercial production before that date will be given an opportunity to choose either the income-tax holiday or a development grant.

### Areas No Longer Designated

Seven areas designated previously will no longer qualify because of a general improvement in their economic conditions. More than 100 new industrial firms have either established or have indicated their intention to establish in these areas, in response to the incentives under the previous program.

With a total new investment of nearly \$300 million in new plant and equipment, these firms will provide about 9,000 new direct jobs and a similar number of jobs in the related service and supply industries. These figures do not include the important employment arising out of plant construction.

Aside from new manufacturing and processing facilities in the seven areas to be removed from designation, an additional 190 commercial enterprises are erecting buildings worth \$44 million and are taking advantage of the accelerated depreciation benefits on new buildings in designated areas.

Mr. Drury explained the Government's decision to replace the former income-tax incentives with a system of capital grants. "Experience has shown that a tax holiday is of benefit mainly to those firms who are able to reach a profit position at any early

### Criteria for Designation of Areas

Six objective standards have been developed for the designation of areas to be eligible under the Area Development Program. The following are the criteria for designation of NES areas, counties, and Census divisions:

1. a National Employment Service area in which for the most recent five years:
  - (i) the unemployment rate is at least 200 per cent of the national average; or
  - (ii) the unemployment rate is at least 150 per cent of the national average and the rate of employment growth is less than one-half the national average rate; provided that the average annual family income in the area is less than the national average family income (\$5,449);
2. a National Employment Service area in which for the most recent five years employment has declined at an annual rate of more than 10 per cent;
3. (i) a National Employment Service area in which the average annual family income is below \$4,250;  
(ii) a National Employment Service area in which 40 per cent or more of all families have an average annual income below \$3,000;
4. a county or Census division in which the average family income is below \$4,250, provided it is contiguous to areas that are designated by the foregoing criteria and which together with these areas form economic regions or districts;
5. a group of National Employment Service areas traditionally recognized as a distinct geographic and economic region which, considered as a whole, meets the foregoing criteria;
6. a National Employment Service area which was designated under Order in Council P.C. 1963-1323 of the 4th September, 1963, and which had an average unemployment ratio in the area, relative to the national average, which was not lower in the most recent twelve months than the average unemployment ratio for the most recent five-year period.

Areas designated in accordance with the foregoing criteria shall exclude the sparsely populated northern parts of the country and the northern boundaries of designated areas shall be drawn along county or Census division or subdivision lines that correspond to the boundaries of recognized economic districts.

date in their new operations. Other firms have to provide for market development and for other settling-in costs during their first years of operation.

"Accordingly, their profit position in the early years is such that tax benefits provide only a limited incentive. Moreover, it was found that smaller firms in particular, of a type well adapted to many of the areas, experienced difficulties in initial financing."

In making an appraisal of the previous program, Mr. Drury noted that since 1963, more than 250 firms have indicated that they intend to take advantage of the tax incentives and establish in designated areas. "These new establishments will employ more than 18,500 workers in their own plants and indirectly will create an equal number of additional jobs in the construction, supply and service industries. The total investment made in these new facilities will amount to more than \$560 million, an average investment of about \$30,000 for each worker employed in the new plants.

"The number of new jobs created in these new establishments represents more than 3 per cent of the labour force in the 35 desig-

nated areas. An additional 260 firms are taking advantage of the accelerated depreciation allowances on over \$60 million of investment in new buildings and extensions in designated areas."

### Enlarged Geographic Area

While the results of the old program are substantial, the new program will be strengthened by development grants and applied to a greatly enlarged geographic area. There is every prospect, therefore, of even greater opportunity for employment growth and increased income in designated areas in the future.

"In viewing the economic problems facing Canada and its regions, the Government is convinced that special emphasis must be placed on the need to expand Canada's manufacturing and processing industries. We are determined to ensure that a share of this expansion takes place in areas where industrial employment and income opportunities have tended to be inadequate. The new program of capital grants is designed to make a worthwhile contribution to the achievement of this goal."

## MANPOWER MOBILITY PROGRAM

The Manpower Mobility Program, announced in May and described in detail in the June number of the Labour Gazette (p. 486), provides loans and grants to enable unemployed persons to move to localities where job opportunities are more favourable,

or to jobs beyond commuting distance from their homes.

The program offers mobility grants to persons unemployed for four of the previous six months and to those unable to find work after completing a training course. The plan provides resettlement grants also.

## ARDA

Agricultural Rehabilitation and Development Administration, or ARDA programs, are directed at improving or altering existing land use, carrying out soil and water conservation, and improving income and employment opportunities in rural areas.

ARDA projects were begun in 1962 after the signing of an agreement between the federal Government and each province. Recently, a new five-year agreement became effective under which the federal Government has agreed to provide \$25,000,000 a year, to be matched more or less equally by the provinces plus an additional \$50,000,000 of federal money to be put into a federally administered fund for rural economic development.

Reviewing ARDA's first two years of activity up to the end of 1964, Hon. Maurice Sauvé, Minister of Forestry, said 598 projects were approved under the ARDA Act, involving a cost of \$42,367,000—of which the federal share was \$23,191,000. (ARDA is

now an agency of the Department of Forestry, having been transferred from the Department of Agriculture in March 1964.)

ARDA projects to the end of 1964 included 174 for alternate land use, 177 for soil and water conservation, 25 rural development projects, 93 joint federal-provincial research projects and 129 federal research and study projects.

Under ARDA, each province initiates and carries out its own projects, with federal financial and sometimes technical assistance. Emphasis on the type of projects varies between provinces, according to their needs. For example, Saskatchewan has concentrated on community pastures, with a total of 59 in process of development. The Newfoundland ARDA program has consisted chiefly of research work, with 38 such projects under way or completed. Quebec has had a diversified program, but the emphasis is on improvement of watercourses, to improve and increase arable land on many hundreds of farms.

## CANADA ASSISTANCE PLAN

The Canada Assistance Plan, under the Department of National Health and Welfare, is a companion measure to the Canada Pension Plan.

The plan provides a framework for federal-provincial co-operation in helping those who need help the most. It encourages wide support by welfare organizations and authorities, including the Canadian Welfare Council, for a comprehensive program of public assistance. It will provide an alternate approach to public assistance now available under four federal statutes—the Old Age Assistance Act, the Blind Pensions Act, the Disabled Persons Act, and the Unemployment Assistance Act.

If any province continues to assist the aged, the blind, and the disabled under existing programs, federal support for those programs will continue at the option of the province. If the new plan is accepted by the provinces, there will no longer be an income limitation on the assistance available to people now covered by old age assistance.

Federal sharing under the present program is now limited to half of the \$75 a month. Under the Canada Assistance Plan, payments can be based on an assessment of the recipient's needs.

This important change will be of special benefit to older people who have had no opportunity to benefit from the Canada Pension Plan. In cases of need, additional assistance will be available. This applies not only to those aged 65 to 69, but also to the people over 70 who, in many provinces, have not had access to assistance up to now.

### Three Extensions

In addition, the proposals provide for three major extensions of the federal sharing of assistance costs. These are: assistance to needy mothers, health care services for assistance recipients, and the costs of sharing in the strengthening and expansion of welfare services for assistance recipients.

It is estimated that the plan will cover close to 200,000 needy mothers and their dependent children who are excluded from the sharing provisions of the Unemployment Assistance Act. The cost of this to the federal Government will be more than \$25 million a year.

In accordance with the principle that assistance should be adapted to the needs of the individual, the Canada Assistance Plan will provide that the federal Government will pay half the cost of health care needed by people receiving assistance. To what extent and how health costs are covered will depend on provincial programs, but it is estimated that federal sharing will cost between \$15 and \$20 million a year.

The assistance proposals do not include federal sharing in the costs of hospital care, as this is already shared under the hospital insurance program. Similarly, the plan provides for discontinuing the federal share in other health costs as such costs come to be covered by future federal-provincial medicare programs.

The third new element in the Assistance Plan is the support it will provide to the provinces for strengthening public assistance administration and for improving and extending social welfare services for public assistance recipients. This will help provincial and municipal welfare departments to recruit additional trained staff and to provide for more effective service to assistance recipients.

In this way, it is intended that assistance should be more effectively linked to other programs, including vocational training, rehabilitation and job placement. The aim is to enable assistance recipients to move on to achieve the greatest possible measure of self-support.

The Canada Pension Plan provides retirement pensions, disability pensions and benefits for widows and orphans. The effect of the Canada Assistance Plan is that assistance will be available in all of these same cases—as a supplement where it is needed, or an alternative for people who have not been covered by the Pension Plan. In this way, social insurance and social assistance measures are being co-ordinated.

This aspect of the plan will be particularly important in the next few years. When the Canada Pension Plan has passed its transition period, its contributory benefits will become the main source of protection, and the role of assistance will steadily decline in importance. This is the proper aim of a well-integrated social security system for Canada.

## COMPANY OF YOUNG CANADIANS

Formation of a Company of Young Canadians was proposed in the Speech from the Throne on April 5, 1965, which said in part, "... the establishment of a Company of Young Canadians, through which the energies and talents of youth can be enlisted in

projects for economic and social development both in Canada and abroad."

An organizing committee has been established by Prime Minister Pearson to recommend how the Company should operate and how young Canadians can most effectively

contribute to its work. The organizing committee is expected to have its report ready by early fall and that the Company will be launched by the end of this year, with projects beginning in 1966.

The aim of the Company is to provide young people in Canada with opportunities for making an immediate and concrete contribution to their community and the world at large. There is a widespread feeling among many Canadians that the youth of the country is more anxious than ever before to play a leading role in national and international life. It is also thought that young people today are concerned that their contribution be as direct and as concrete as possible.

#### Plan of Activities

The following is a tentative plan of activities for the Company:

—The Company will develop a variety of projects to permit young Canadians of different backgrounds and educational levels to participate.

—The Company will send young Canadians to work overseas as teachers, nurses, technicians, and in several other activities.

—In Canada it will recruit young people to undertake projects in areas of urban and rural renewal.

—It will seek effective ways for working with Indian and Eskimo communities.

—It will investigate the preservation and enrichment of Canada's natural resources and parklands and development of historical areas.

The Company will have a small research secretariat and will study many other areas of interest.

There will be two general aspects to the Company's operation: (1) encouragement to existing organizations to expand their programs or to develop new ones; and (2) initiation of programs to be carried out by the Company itself.

There will be no rigid age restrictions for volunteers.

Volunteers will participate in training programs appropriate to each project.

## International Association of Personnel in Employment Security, 52nd Convention

*Chief Commissioner of Unemployment Insurance Commission is presented with life membership. James Byrne, Parliamentary Secretary of Minister of Labour, is speaker on opening day*

At the 52nd annual convention of the International Association of Personnel in Employment Security, held in Miami Beach, Fla., on June 22-25, Col. Laval Fortier, O.B.E., Chief Commissioner of Canada's Unemployment Insurance Commission, was presented with a life membership in the Association. The presentation was followed by an address by James A. Byrne, Parliamentary Secretary to the Canadian Minister of Labour.

Leslie T. Fraser, a Canadian delegate who was one of two candidates for the office of second vice-president, after a roll call of chapters nominated and moved the election by acclamation of the other candidate. H. A. Haugness, of Idaho. Immediately after the convention adjourned, Mr. Fraser, who is Regional Director, Pacific Region, Unemployment Insurance Commission, was appointed chairman of the Convention Site committee, and Al Forsyth, Assistant Manager, Metro Toronto office, National Employment Service, was appointed chairman of the Essay committee by the new president of the Association, Sumner Forward of Syracuse, N.Y.

The executive board accepted the invitation of the British Columbia chapter to hold its fall meeting in Vancouver. The full board will meet on August 25, 26, and 27; and the

Council for Professional Advancement will meet on August 24. The 1966 convention will meet in Pittsburgh.

The keynote address at the convention, which was attended by more than 1,200 persons, was delivered by Stanley H. Ruttenburg, Manpower Administrator of the United States Department of Labor.

#### James A. Byrne

James A. Byrne, Parliamentary Secretary to the Canadian Minister of Labour, addressed the convention on opening day. His subject was a "blueprint for action" in manpower planning.

Simply to have a skilled labour force was not enough, Mr. Byrne said. It was also necessary to co-ordinate the efforts of a multiplicity of institutions to ensure that the changing needs for the labour force of the country were met.

"I will go so far as to say that the public employment service is the only agency with the resources, data-gathering facilities, knowledge and experience to implement the manpower policies and programs that will be required to meet the needs of our countries," he continued.

Our blueprint for action in manpower planning, the speaker said, must be flexible and must take account of the individual, including the people who do not want to move to where the jobs are to be found, the unskilled, and those whose skill has become, or will become obsolete. The Canadian blueprint for manpower planning had required the separation of the National Employment Service from the Unemployment Insurance Commission, he pointed out.

"We are providing it [the NES] with quality of staff and quantity of staff, and whatever else is needed to make it a key agency in our policies and programs to ensure full employment of our human resources."

### **Assault on Poverty**

Turning to another aspect of manpower planning, Mr. Byrne continued, "In our blueprint, we have begun an assault on the problems of lingering poverty.

"Through our Central Mortgage and Housing Corporation, we recently trebled the amount of money available for loans and grants for urban renewal; we also trebled the ceiling on advances for public housing projects developed jointly with the provinces.

"Our plans call for expansion of our area development program. This program, by offering concessions and other incentives to industry, resulted during the past year in the capital investment of well over half a billion dollars, and provided jobs for 18,000 people . . .

"We have introduced a new Manpower Mobility Program which will provide grants and loans to unemployed workers whose prospects of finding steady full-time employment . . . in line with their qualifications are unfavourable in their own locality; [and] grants to employed workers who are facing imminent layoff . . . of a permanent nature . . . and whose prospects of finding steady, full-time employment within commuting distances are unfavourable.

"We will provide assistance to previously unemployed workers who, on their own initiative, have moved to employment approved by NES in another locality . . . and who require assistance in moving their families and household effects.

"We have established a Manpower Consultative Service which is available in an

advisory capacity in the development of manpower adjustment programs. We feel that this service will render invaluable assistance to NES in its efforts to cope with the manpower displacement problems posed by technological change. This is our present, and I should say flexible, blueprint for what is called in some quarters the age of automation.

"Automation . . .," Mr. Byrne went on to say, "is a sinister word in some vocabularies, but not in mine. I am, and have always been, an optimist about mechanization, and contemporaneously about automation. I regard it as a stimulating challenge. Our job is to take care of the inevitable dislocations that it will cause, and our reward is to share in the tremendous increase in production of goods and services that it will make possible."

### **Stanley H. Ruttenburg**

More than 300,000 persons have been approved for training under the United States Manpower Development and Training Act since its inception, said Stanley H. Ruttenburg, Manpower Administrator of the U.S. Department of Labor, in his address to the convention.

More than 175,000 are now in training, he said, more than 130,000 have finished training, and more than 100,000 have been placed in employment. The overwhelming majority of the last mentioned have been placed in jobs directly related to the training they received.

He remarked that the "determination of the kinds and needs of training, the selection and the testing and referral for training, the payment of training allowances, the job development and placement in employment, are duties and responsibilities performed exceedingly well by our federal-state employment security system."

After referring to the new duties and activities of the employment service that have arisen in recent years, he said, "if there is one central theme which I want to leave with you today, it is simply that unless we stay on top of—not with, and certainly not behind—but on top of, and in front of newly developing problems, the swift movement of events will pass us by and leave you holding the laurels for your past accomplishments, but with someone else with the real functions, duties, activities and the responsibilities."

# Federal Govt. Proposes Medical Care Plan

*Federal Government outlines scheme that at outset will cover physicians' services only, will be universal, be publicly administered, and provide for portability in all provinces*

The federal Government's proposals for a medical care plan, outlined by Prime Minister Pearson to the provincial premiers at the federal-provincial conference in Ottawa in July, were based on four main conditions.

According to its proposal, the federal Government would pay half the cost of the plan and the provinces the other half, on the basis of an estimated cost of \$28 per capita in 1967. Ottawa would pay \$14 of this; and the total cost, reckoned on a population of 20,000,000, would approach \$560,000,000.

The four conditions that the federal Government holds to be essential to its participation in the plan, according to Mr. Pearson's statement, are that: at the outset, it shall cover physicians' services only; be universal; be publicly administered; and provide for full portability between one province and another.

The Prime Minister enlarged considerably on the meaning of these conditions.

## For Increased Capital Grants

He said that an expansion of health services such as that implied by a medicare program would require an increase in the number of skilled medical persons. Consequently, he said, the federal Government was prepared to establish a Health Resources Fund, that would make increased capital grants for research establishments, teaching hospitals and medical schools.

Mr. Pearson said that physicians' services "seem to us to be the minimum scope of benefits which would qualify as medicare." There would be nothing to prevent the provinces from providing additional benefits, either at the outset or later, "but the federal fiscal contribution would be based on physicians' services only."

The universal coverage that Ottawa would demand, he explained, meant that if a province chose to finance its plan without premiums, the service "must be available to all residents without exclusion because of age, economic circumstances or pre-existing conditions." If a province chooses to charge a premium, universality would mean "that the premiums should be compulsory for the same

people as are covered by the province's hospital insurance plan."

## Ottawa to Pay \$14 a Head

Ottawa would be prepared to pay \$14 a head, and the raising of the rest of the cost would be "entirely a matter for provincial decision," Mr. Pearson said.

The Prime Minister distinguished between universality and compulsion. "Our purpose is that everyone should qualify for benefits. This involves compulsion in the sense that if a premium is chosen by a province as part of the method of financing, the premium would be compulsory in the sense that taxes are compulsory."

But he said that "obviously there is no compulsion on people to use the services, nor any compulsion on the individual doctor to join the plan if the demand for his services is such that he can practice successfully outside it."

But Mr. Pearson said that the federal contribution, "the purpose of which is to give security to all Canadians, must be directed to a universal plan." Ottawa would not be willing, he said, to apply federal resources to a partial plan.

## Provincial Premiers Support Plan

Most of the provincial premiers expressed their readiness to support the federal plan, though some made reservations about it. The premiers of Nova Scotia and Prince Edward Island were dissatisfied with it, and Premier Manning of Alberta expressed outright opposition. He told a press conference participation in medical care insurance should be voluntary.

Premier Stanfield of Nova Scotia objected that in his province the proportion of elderly and medically indigent persons was well above the national average, although Mr. Pearson had indicated that the federal Government would propose some sort of equalization payment. Through tax rebates, for example, the provinces that could least afford the cost of the plan would receive more money than the richer provinces. Premier Shaw of P.E.I. said, "It's not enough for us, especially when you consider rising costs."

## "Women at Work in Canada"

In 1891, one out of eight paid workers in Canada was a woman; in 1961, women made up 28.8 per cent of the labour force. These facts, taken from census statistics, are brought out in a new bulletin, "Women at Work in Canada," published by the Department of Labour, and prepared jointly by the Economics and Research Branch and the Women's Bureau.

At the time of the 1891 census, the 10 leading feminine occupations, all of which were associated with household duties, were: servant, dressmaker, teacher, farmer, seamstress, tailoress, saleswoman, housekeeper, laundress, and milliner.

Seventy years later, in 1961, the 10 leading occupations were: stenographers, typists and clerk-typists; clerical occupations (not elsewhere specified); sales clerks; maids and related service workers (n.e.s.); school teachers; bookkeepers and cashiers; nurses, graduate and in-training; farm labourers; waitresses; and sewers and sewing machine operators.

In 1961, the largest proportion of female workers (28.6 per cent) were employed in clerical occupations, and the second largest group (22.1 per cent) were engaged in personal service occupations.

Professionals made up 15.5 per cent of the working women, those engaged in commercial and financial work 10.2 per cent, and 9.9 per cent were employed in manufacturing and mechanical work. The remaining 13.6 per cent were in miscellaneous occupations.

The above mentioned occupational groups are those in which most women workers are found. "These have been the main occupational fields for women since the turn of the century, although their relative positions have shifted. Since 1901, clerical work has increased steadily in importance, while manufacturing and personal service have declined . . . ."

It is nothing new for women to work in paid employment, but what is new, the report points out, is that nowadays large numbers of married women are employed. Several influences have been at work in bringing about this change, the chief of which are: the transformation of Canadian society from predominantly rural to predominantly urban, the mechanization of farm work that was formerly done by women, and the changes that have taken place in the family circumstances and environment of married women.

World War II "destroyed many myths concerning which occupations were and which were not suitable for women." The decline in the birth rate and in the size of families, which started about 1925, and the period of

rapid and sustained growth in the Canadian economy that began after World War II and lasted until 1958, are given as other causes that have led to the rapid increase in the employment of women.

"In recent years, there has also been a shift in employment out of the goods-producing industries and into service-producing industries, the latter employing a much higher proportion of women than the former."

The great increase in the use of labour-saving machines in household work has also left women with more time in which to engage in paid work outside the home.

"The evidence that is available strongly supports the conclusion that most women who work do so mainly and almost exclusively for pecuniary reasons." But although "the wages that women are paid are clearly sufficient to attract increasing numbers into the labour force . . . not only are women's wages, on the whole, lower than those of men, but their actual earnings are also less . . . ."

Information available, the bulletin says, shows that, on the average, men earn about twice as much as women. One of the reasons for this difference is that a greater proportion of women than of men workers are working part-time. The great difference between the earnings of male and female factory workers "is explained to a considerable extent by the high proportion of men—nearly 60 per cent—in the heavier industries where pay is generally higher . . . ."

"In the case of salaried employees too, a much higher proportion of men than of women in the manufacturing industry is in the high income group."

A general reason given for the lower earnings of women is that, while men usually spend their whole adult lives in remunerated employment, women often seek employment intermittently as their family and household duties allow. One consequence of this is that women are less likely than men to gain, either by training or experience, the skill that would fit them for the more highly paid jobs.

Chapter VI deals with legislation affecting women workers—industrial safety, health and welfare, wages, hours and working conditions, and other related laws. Chapter VII examines the role of women workers in the area of international labour affairs.

Appended to this "fact book on the female labour force" is a list of further recommended reading on the subject of women at work.

(For details on the source and cost of this booklet, see the inside back cover of the *LABOUR GAZETTE*.)

## U.S. National Conference on Day Care

*Eleven hundred attend conference called to consider achieving appropriate day-care services for all children needing them*

"Day-care is not a limited concept; it is not just for low-income families and working mothers. It is for the child who needs it, when and where he needs it, and for the length of time he needs it," said Hubert H. Humphrey, Vice-President of the United States, to 1,100 persons attending the National Conference on Day-Care Services. Eight Canadians were among those present.

The Conference, held under the auspices of the National Committee for the Day Care of Children, the Child Welfare League of America and the Children's Bureau of the Department of Health, Education and Welfare, brought together administrators, board members, proprietors and consumers of day-care services; representatives from business and organized labour; and health and social workers and educationists. The purpose of the Conference was to consider all aspects of the subject with a view to achieving appropriate day-care services for all children needing them.

The Vice-President stressed not only the need of day-care services for children of working mothers, 86 per cent of whom are working out of economic necessity, but also the need of day care for physically, mentally, or emotionally handicapped children, and particularly for culturally deprived children from impoverished homes.

The sense of urgency that prompted the calling of the Conference marked its deliberations also. It was realized that "when children have unmet needs, time wasted before filling them can never be made up."

Attention focused on the results of a survey of the child-care arrangements of working mothers, carried out jointly by the Children's Bureau and the Women's Bureau:

- About 1 million children under 14 (8 per cent of the total 12.3 million in this category), including 38,000 under six, whose mothers worked during 1964 were expected to care for themselves;

- 46 per cent were cared for in their own homes, by father, relative or other person, 15 per cent of the guardians being under 16 years of age;

- 13 per cent were looked after by their mothers while at work;

- 2 per cent were in group care such as day centres or after-school centres;

- Mothers of 15 per cent of the children worked only while the children were in school;

- Income of the children's families varied widely—almost equally divided between families with income of \$3,000 a year and families having over \$10,000 a year.

The Chief of the U.S. Children's Bureau, Mrs. Katherine B. Oettinger, pointed out that a variety of problems such as "family break-up, changing family structures, unwed mothers, physical handicaps, mental retardation, emotional problems and mental illness, job mobility, cultural deprivation" called for a variety of services in day care in order to provide the "social and emotional enrichment" that many children need.

Mrs. Mary D. Keyserling, Director of the U.S. Women's Bureau, stressed the need for expanded services arising from the fact that an additional 5½ million women had been employed since the peak numbers of wartime, whereas licensed public and voluntary facilities for day care had dwindled to one-sixth of the number in July 1945. She predicted a 17-per-cent increase in the employment of women by 1970.

A number of speakers stressed the importance of "reaching out" to involve reluctant parents as learners, observers and even participants. Others suggested that male volunteers or staff assistants supplement family life for fatherless children of working mothers.

It was concluded that the expansion of day-care services would depend on ingenuity in recruiting, training and use of staff, more training on the job, more intensive short courses, the provision of good supervision and changing traditional qualifications for trainees. One example cited was a California day-care centre that had arranged educational help from older students, mothers and grandmothers who volunteered their time, and from case workers assigned to the centre. High school graduates, too, might be attracted if educational opportunities leading to careers were made available.

One participant proposed use of the term "child development centre" to place the emphasis on the child "and by inference his family" rather than on the institution.

**Financing Day-Care Programs**—In recognition of the fact that the protection of children of working mothers was an integral part of child welfare services, amendments to the U.S. Social Security Act of 1962 authorized the allocation of federal child welfare funds of up to \$5 million in 1963 and up to \$10 million in succeeding years for state-licensed day care services for children, including day care in private homes, with payments to be made to State governments on a matching basis.

It was announced at the Conference that further amendments would be introduced in 1965 that would do away with the matching requirement, raise the total of child welfare funds authorized, and require each state child welfare service plan to include day care by 1967.

Though focused on the American scene, this Conference has relevance also for Canada. The growing number of working mothers in the Canadian labour force is awakening widespread concern that more adequate child care services be made available.

Among Canadians attending the Conference were: representatives from the Victoria Day Nursery in Toronto: Miss Barbara Chisholm, Executive Director, Miss Viola G. Gilfillan and Mrs. J. M. Barstow; Miss Gabrielle Bourque, Department of National Health and Welfare; Miss Betty Quiggin, Protestant Children's Home, Toronto; Mrs. Greta Brown, Winnipeg; Mrs. C. Birchard, Executive Director, Ottawa Day Nursery; and Mrs. Ethel McLellan, Director, Women's Bureau, Ontario Department of Labour.

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A significant event occurred in connection with the 24th Annual Conference of the Canadian Association of Administrators of Labour Legislation held in Regina, Saskatchewan, August 16-20, 1965.

For the first time, officials from the federal and provincial departments of labour who have special responsibilities in relation to women's employment met together and also participated in general sessions.

The group included Miss Marion Royce, Director of the Women's Bureau in the federal Department of Labour; Mrs. Ethel

McLellan, Director of the Women's Bureau in the Ontario Department of Labour; Miss Mary Rocan, Supervisor of the Women's Bureau in the Saskatchewan Department of Labour; and, from the British Columbia Department of Labour, Mrs. Christine Waddell, who has special responsibilities for bringing about wider understanding of the problems of women in the B.C. labour force.

### 50th Anniversary

The fiftieth anniversary of *Cercles de Fermières* of the Province of Quebec was held in Quebec City, August 21-22. Founded in 1915, *Cercles de Fermières* now embrace some 42,000 members organized in about 700 groups throughout the province and served by the extension services of the Department of Agriculture. Their purpose is to foster moral, intellectual and spiritual development and broad cultural interests among the members.

The Golden Jubilee Celebration included an outstanding display of handicrafts made by members of the "*Cercles*," and a fashion show featuring Canadian woven fabrics. A pageant comprising 14 tableaux portrayed the history of the "*Cercles*", dramatizing courses held in sewing, culinary arts and weaving.

An extensive collection of paintings, ceramics, pottery and wood carving was displayed in the Mgr. Lemieux Pavillon of Laval University.

Main conference speaker was M. Philippe Garigue, Dean of the Faculty of Social Sciences, University of Montreal, and a vice-president of the Vanier Institute of the Family, who discussed the role of women in all aspects of life and their potential contribution to the development of the province.

The Civil Service Commission of Canada has recently supplemented a competition poster (65-2052) seeking professional librarians, by an advertisement in the local newspapers announcing that "Part-time employment during the day is available" as a permanent arrangement, with the usual fringe benefits accruing on a pro-rata basis.

The current competition, closing date of which is March 31, 1966 or earlier if all positions are filled, invites applications from professionally trained librarians for various departments of the federal Government. Further information is available from the Civil Service Commission of Canada, Ottawa 4.

In Holland, where not many married women work in industry, and where there is a labour shortage, one company is putting two and two together at its plant in Veldhoven, says an article in a recent issue of the *American Machinist*. The Company, Philips Works, has set up a special assembly room for married women only. They can choose their own working hours and days, but must put in at least 25 hours a week.

They are paid according to the hours they work, of course, and they are eligible for the Philips pension program and for fringe benefits. The set-up has been so successful that Philips plans to establish a similar one in another plant.

## Special Services Rehabilitation Unit

*Some new steps taken in second year of operation of project designed to demonstrate role of a vocational rehabilitation program in the re-establishing of chronic welfare dependants*

In the light of its first year's experience, the Special Services Rehabilitation Unit of the Jewish Vocational Service in Toronto, took some distinctive new steps in 1964.

The project was designed to demonstrate the role of a vocational rehabilitation program in re-establishing chronic welfare dependants (L.G., Sept. 1964, p. 789).

Instead of confining or isolating chronic welfare dependants into a separate physical unit, as in the previous year, they were integrated into a group being served in the Vocational Rehabilitation Centre. The group was made up largely of convalescent mental patients and divided into three workshop units, each with its own distinctive goals and work atmosphere.

The first unit, composed of 20 trainees, was characterized by a relatively slow pace of production, benign and supportive supervision, and an atmosphere fairly free of competition and tension.

The second unit, accommodating 20 persons, maintained a more demanding production schedule, more authoritarian supervision, and an expectation of work performance comparable to that of a normal industrial situation.

The third unit, limited to 10, provided intensive care for individuals who appeared to possess a relatively low potential for rehabilitation. They required frequent daily personal attention, and their participation in the other units would have been detrimental to their progress and demoralizing to others moving through the rehabilitation process.

Clients were assigned to and moved from one unit to another depending upon their needs, their progress and the clinical goals established by the professional staff of the centre. Most of them remained in the program for 12 weeks or less. The first three weeks are designed for basic assessment purposes and the remaining 9 weeks for work adjustment training and preparation for employment. In a small number of cases trainees are permitted to remain in the program for up to 12 months, provided there is sufficient progress towards employability. In such cases, there is a complete review and assessment of their status on a quarterly basis.

This reorganized system has proved beneficial and effective in meeting the individual requirements of each client. The availability of units with different work atmospheres and

goals enables the staff of the Centre to respond more to the handicapped person than to a label associated with him—e.g. chronic dependant or convalescent mental patient—that tends to blur his individual identity.

It must be emphasized that, while chronic welfare dependants are no longer isolated in a separate workshop, the special rehabilitation effort conceived for them continues, but in a new and more dynamic atmosphere.

There has been a consistent increase in the number of chronic dependants referred for rehabilitation services over the past three years, and also an increase in the community agencies that have made referrals to the program.

During the year, 154 persons were separated from the project, of whom 60 were chronic dependants. These persons have now been out of the workshop for from 3 to 15 months, and a follow-up shows that 60 per cent achieved employment, or are making significant strides towards achieving such a status, 7 per cent became ill after becoming employed, and 8 per cent failed to meet job standards after placement. The remainder either withdrew before completing the program or were judged to be unemployable.

To correct a gap encountered during the first year of the program, arrangements were made with the Rehabilitation Services Branch, (Federal-Provincial Rehabilitation Program) Ontario Department of Public Welfare, to provide intensive casework for chronic dependants referred by those agencies that did not have personnel to provide such services.

The intake policy was modified to make service available to individuals who, though young or new to welfare agency caseloads, displayed characteristics associated with chronic dependency, such as low motivation, resistance to change, fear of responsibility, lack of self-reliance, inadequate preparation for employment, and failure in job adjustment.

Officials of several junior vocational schools have expressed interest in the applicability of this type of program to selected students who are adjusting poorly in school, or who seem headed for maladjustment and dependency after separation from school. Perhaps broader application of rehabilitation concepts, such as those being tried out in this special program, will lead to important break-throughs in the projected "war" on poverty and dependency.

## Eighteenth Annual Conference on Aging

*Delegates devote considerable attention to subjects dealing with older workers, retirement, preparations for retirement, and retirement counselling during Ann Arbor meeting in July*

The older worker, retirement, preparation for retirement and retirement counselling, received considerable attention at the 18th Annual Conference on Aging held at the University of Michigan, Ann Arbor, from July 26 to July 28.

Discussions revealed that the older worker often brings to a job such qualities as punctuality, reliability, low accident rates, stability, good work habits, and ability to learn. It was also agreed that people were frequently unable to find employment after the age of 45, and that this was due, in many cases, to lack of flexibility.

Dr. Alexander H. Hirschfeld, one of the speakers, suggested that perhaps education should be revised to promote flexibility and versatility, especially as a worker today cannot expect to retain the same job for life in the face of technological changes, but must be prepared to change with the times.

Experience shows, he added, that the high school drop-out is both prone to lose his job in periods of technological change, and unable to adjust easily to retirement in later years.

Preparation for retirement, which has been practiced by a few firms in the United States for a number of years, is now occupying an increasingly prominent place in the minds of union and management. It includes preparation and planning for retirement and retirement counselling. In most cases the sessions take place on company time, and are designed to assist an employee in making the financial and mental transition from employment to retired status.

The theme of the Conference was "Aging and Mental Health." The objectives were to:

- explore the basic facts concerning mental health and mental illness in the later years of life;

- examine the means, personal and societal, by which most adults successfully adjust to growing old and becoming aged;

- determine on the basis of existing knowledge what types of programs most effectively meet the mental health needs of older people, and to chart the gaps in knowledge that must be filled;

- seek methods for integrating the special needs of the aging in the developing nationwide programs of action through comprehensive community mental health centres;

- find methods of developing sufficient resources in manpower, services, facilities and finances to ensure the full inclusion of older

people in the comprehensive mental health program.

Dr. Jules Henry, Professor of Anthropology, Washington University, St. Louis, Mo., addressed the opening plenary session on "Society, Culture and Mental Health: Institutional Supports and Strains."

Dr. Henry spoke of the vulnerability of the individual to the economic system: man must conform to society or become vulnerable and injured in cases involving his reputation or dependency. Man debases himself to get ahead by doing what is expected of him, rather than what he might like to do. Thus, people hide their true feelings, living a sham. This sham protects people night and day, but in the old, the effect of dependence and the scorn of the young for the old, strips away the sham and can lead to mental illness.

Dr. Donald P. Kent, Director, Office of Aging, U.S. Department of Health, Education and Welfare, was the first of the speakers at the Conference dinner, and outlined the provisions of the Older American Act. The Hon. Joseph J. Kowalski, Speaker of the House of Representatives, State of Michigan, discussed legislative advances helping Michigan's older citizens.

Workshops were held on special services for geriatric patients—trends, programs, and problems, including topics on planning for services, hospital organization, treatment programs, release and discharge programs, social pressures for new patterns of institutional care, and the community setting as a treatment milieu.

A number of concurrent discussion groups were held under the general heading of community responsibility in planning for positive mental health. Topics discussed included the mental health of older people at work, in their living arrangements, with their church, and in learning new roles; the comprehensive community mental health centre programs; attitudes of the public toward aging and mental health; the responsibility of professional workers, and public policy and mental health.

Some 500 to 600 persons attended the conference, including 14 Canadians, one of whom was a representative from the Department of Labour's Division on Older Workers. Other Canadians represented voluntary organizations, church groups or hospitals. United States delegates came from 35 states and Puerto Rico.

# Employment and Unemployment, August

Employment increased by 28,000 to 7,279,000 between July and August, whereas in previous years it has seldom shown any appreciable advance during this period.

Unemployment declined by 33,000 to 211,000. As in recent years, the decrease in unemployment during the month was concentrated among teenagers who had entered the job market in large numbers in June and July.

Seasonally adjusted, the August unemployment rate was 4.0 per cent.

Between July and August, the number of persons 14 to 19 years of age in the labour force decreased by 39,000. Unemployed teenagers accounted for the largest part of this decline. For persons 20 years of age and over, the labour force increased by 34,000 during the month. Employment among persons in this age group showed a similar increase.

Employment in August was 308,000 higher than a year earlier and unemployment was 35,000 lower. The labour force, at 7,490,000, was 273,000, or 3.8 per cent higher than in August 1964.

## Employment

The July-to-August increase in employment was entirely in agriculture. Non-farm employment maintained a high level during the month.

Total employment in August was 4.4 per cent higher than a year earlier. Year-to-year gains of 3.5 per cent or better have been recorded in each of the past eight months.

Non-farm employment was up 295,000, or 4.7 per cent, from August 1964. Most non-farm industries shared in the improvement. Particularly large gains occurred in construction and service.

Employment was substantially higher than a year ago in all regions with the largest relative increase, 6.2 per cent, occurring in British Columbia.

## Unemployment

Unemployment decreased by an estimated 33,000 between July and August. As in recent years, nearly all of this decline was among persons 14 to 19 years of age, and reflected reduced participation by students who were temporarily in the labour force during the summer months. The August unemployment estimate was 35,000 lower than a year earlier.

Of the 211,000 unemployed in August, some 155,000 had been unemployed for three months or less. The remaining 56,000, or 27 per cent of the total, had been seeking work for four months or more.

The unemployment rate in August 1965 represented 2.8 per cent of the labour force, compared with 3.4 per cent in August 1964 and 3.9 per cent in August 1963. Unemployment rates were lower than a year ago in all regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1965	August 1964	August 1965	August 1964	August 1965	August 1964	August 1965	August 1964
Metropolitan.....			2	5	10	7		
Major Industrial.....	1	1	7	12	18	13		
Major Agricultural.....			1	1	13	13		
Minor.....			8	10	45	45	5	2
Total.....	1	1	18	28	86	78	5	2

NOTE: Before Grande Prairie was added in January 1965, 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

# CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		St. John's Windsor	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull → QUEBEC-LEVIS Toronto → VANCOUVER- NEW WESTMIN- STER-MISSION CITY Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	OSHAWA ←	Brantford Joliette Lac St. Jean New Glasgow Niagara Peninsula Shawinigan Sherbrooke	→ CORNWALL Corner Brook Ft. William- Pt. Arthur Guelph → GRANBY-FARNHAM- COWANSVILLE Kingston Kitchener London Moncton Peterborough → ROUYN-VAL D'OR Saint John → SARNIA Sudbury → SYDNEY- SYDNEY MINES Timmins- Kirkland Lake- New Liskeard → TROIS RIVIERES Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Lac Megantic- St. Georges	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Drummondville Gaspé Lindsay Newcastle Okanagan Valley Quebec North Shore Rimouski Sorel	Bathurst → BEAUHARNOIS Belleville- Trenton Bracebridge Brampton Bridgewater → CAMPBELLTON Central Vancouver Island Chilliwack Cranbrook Dauphin → DAWSON CREEK Edmundston Fredericton Galt Goderich Grand Falls Grande Prairie → KAMLOOPS Kentville Lachute- Ste. Therese Medicine Hat Montmagny North Bay Owen Sound Pembroke	→ DRUMHELLER Listowel Stratford → SWIFT CURRENT → WEYBURN  (Group 3 Concluded) Portage la Parrie Prince George-Quesnel Prince Rupert Sault Ste. Marie → STE. AGATHE- ST. JEROME St. Hyacinthe → ST. JEAN St. Stephen St. Thomas Simcoe Summerside Trail-Nelson → VALLEYFIELD → VICTORIAVILLE Walkerton Woodstock, N.B. Woodstock- Tillsonburg Yarmouth

→ The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 591, January issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	August 21	7,490	- 0.1	+ 3.8
Employed.....(000)	August 21	7,279	+ 0.4	+ 4.4
Agriculture.....(000)	August 21	734	+ 4.0	+ 1.8
Non-agriculture.....(000)	August 21	6,545	0.0	+ 4.7
Paid workers.....(000)	August 21	6,095	+ 0.3	+ 5.7
At work 35 hours or more.....(000)	August 21	5,748	+ 7.4	+ 3.2
At work less than 35 hours.....(000)	August 21	741	+ 1.5	+ 6.5
Employed but not at work.....(000)	August 21	790	-32.5	+11.7
Unemployed.....(000)	August 21	211	-13.5	-14.2
Atlantic.....(000)	August 21	27	-10.0	- 3.6
Quebec.....(000)	August 21	85	-13.3	-15.0
Ontario.....(000)	August 21	57	-12.3	-16.2
Prairie.....(000)	August 21	18	-28.0	-25.0
Pacific.....(000)	August 21	24	- 7.7	- 7.7
Without work and seeking work.....(000)	August 21	196	-15.2	-14.8
On temporary layoff up to 30 days.....(000)	August 21	15	+15.4	- 6.3
<i>Industrial employment (1949=100).....</i>	June	140.6	+ 2.8	+ 5.4
Manufacturing employment (1949=100).....	June	130.0	+ 2.0	+ 4.7
<i>Immigration.....</i>	1st 6 months	62,898	—	+22.6
Destined to the labour force.....	1st 6 months	32,434	—	+24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	August	83	-16.2	+22.1
No. of workers involved.....	August	27,196	-19.3	+138.2
Duration in man-days.....	August	243,550	-25.3	+125.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	June	\$90.98	+ 0.4	+ 5.0
Average hourly earnings (mfg.).....	June	\$2.11	0.0	+ 4.5
Average hours worked per week (mfg.).....	June	41.2	+ 0.2	0.0
Average weekly wages (mfg.).....	June	\$86.87	+ 0.3	+ 4.4
Consumer price index (1949=100).....	August	139.4	- 0.1	+ 2.4
Index numbers of weekly wages in 1949 dollars (1949=100).....	June	149.2	- 0.1	+ 1.9
Total labour income.....\$000,000.	June	2,205	+ 2.7	+10.6
<i>Industrial Production</i>				
Total (average 1949=100).....	July	215.9	- 8.1	+ 9.4
Manufacturing.....	July	192.2	- 9.0	+10.1
Durables.....	July	205.4	-10.2	+15.7
Non-durables.....	July	180.8	- 7.9	+ 5.2
<i>New Residential Construction(b)</i>				
Starts.....	August	15,522	+13.3	+30.3
Completions.....	August	9,675	+27.9	+14.0
Under construction.....	August	92,163	+ 6.7	+22.1

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During September, October and November (except those under negotiation in August)

Company and Location	Union
Air Canada, system-wide .....	Air Canada Sales Empl. Assn. (Ind.)
Bell Telephone Co. of Canada, Que & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone Co. of Canada, Que & Ont. ....	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assn. (Ind.)
Iron Ore Company of Canada, Nfld. & Que. ....	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres .....	Teamsters (Ind.)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeanine, Que. ....	Steelworkers (AFL-CIO/CLC)
Queamont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government .....	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

### Part II—Negotiations in Progress During August (except those concluded in August)

Bargaining	Union
Company and Location	
Air Canada, system-wide .....	Air Line Pilots (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Canada Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
CNR, North Sydney, N.S. ....	ILA (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Steel & Coal Corp., Sydney, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada Ltd., Oshawa, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Fire Fighters (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que. ....	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man. ....	Butcher Workmen (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta. ....	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Imperial Tobacco & subsidiaries, Que. & Ont. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont. ....	UE (Ind.)
Price Bros. & Co., Dolbeau, Kenogami & Shawashaw, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
Quebec Iron & Titanium, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Saskatchewan Government Telephones ....	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp. ....	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que. ....	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local
Winnipeg City, Man. ....	Public Empl. (CLC)

### Conciliation Officer

Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que. ....	Service Empl. Federation (CNTU)
Bathurst Power & Paper, Bathurst, N.B. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
B.C. Hydro & Power Authority ....	IBEW (AFL-CIO/CLC)
Canada & Dominion Sugar, Montreal, Que. ....	Bakery Wkrs. (CLC)
CPA, system-wide ....	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Copper Rand Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
David & Frère, Montreal, Que. ....	Commerce & Office Empl. (CNTU)
Dominion Glass, Montreal, Que. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
E.B. Eddy, Hull, Que. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hotel Chateau Frontenac (CPR), Quebec, Que. ....	Railway, Transport & General Wkrs. (CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
KVP Company, Espanola, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Manitoba Telephone System ....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Marathon Corp., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
New Brunswick Power Commission, province-wide ....	IBEW (AFL-CIO/CLC)
Northern Electric, Montreal, Que. ....	Northern Electric Office Empl. Assn. (Ind.)
Northern Electric, Montreal, Que. ....	Northern Electric Empl. Assn. (Ind.) (Unit #1)
Quebec Hydro-Electric Commission, Montreal & other centres ....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

**Conciliation Board**

Dominion Rubber (Tire Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Hamilton City, Ont. ....	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont. ....	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man. ....	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Chatham, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)

**Post Conciliation Bargaining**  
(no cases during August)

**Arbitration**

Toronto Electric Commissioners, Toronto, Ont. ....	Public Empl. (CLC)
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**Work Stoppage**

American Motors Canada Ltd., Brampton, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)

**Part III—Settlements Reached During August**

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

*Abitibi Power & Paper & subsidiaries, Que., Ont. & Man.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO):* 3-yr. agreement covering 3,500 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional wage adjustments for mechanical trades and paper makers; provision for premium of 10¢ an hr. when certain mills go on 7-day operations and 5¢ an hr. additional eff. May 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.), 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to the regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; employer contribution toward hospital and medical-surgical insurance to be \$12 a mo. for married empl. (formerly \$7 a mo.) and \$6.25 a mo. for single empl. (formerly \$4.25 a mo.); company pension plan and Canada Pension Plan to be integrated without increased cost to either party or reduction in benefits; sick leave with pay allowed after 1 yr. of employment will accumulate at the rate of 5 days for each yr. of continuous service up to a maximum of 20 days eff. Jan. 1, 1966; rate for labourer will be \$2.48 an hr. Aug. 1, 1967; agreement to expire April 30, 1968.

*Anaconda American Brass, New Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,250 empl.—settlement pay of \$30; wage increases of 11¢ an hr. retroactive to April 21, 1965, 6¢ an hr. eff. Jan. 1, 1966 and 6¢ an hr. eff. Jan. 1, 1967; additional wage increases of 5¢ an hr. in first yr. and 5¢ an hr. in second yr. for skilled trades; evening and night shift premiums increased to 9¢ an hr. and 12¢ an hr. respectively (formerly 7.5¢ and 10¢); 3 wks. vacation after 12 yrs. of service in 1966 (at present after 15 yrs.); new provision for 4 wks. vacation after 25 yrs. of service; weekly sickness and accident indemnity to be \$55 payable up to 39 wks. (formerly \$45 payable up to 26 wks.); improvements in pension plan; agreement to expire Jan. 21, 1968.

*Assn. Patronale des Services Hospitaliers, Quebec, Que.—Service Empl. Federation (CNTU) (male & female empl.):* 1-yr. agreements covering 4,750 empl.—minimum wage increase of \$5 a wk. for male empl.; wage increase of approximately \$15 a wk. for female empl.; wage rates to be \$1 a wk. less than those of French-speaking Montreal hospitals; work wk. to be 35 hrs. (formerly 37½ hrs.) for office empl., 37½ hrs. (formerly 40 hrs.) for nursing personnel and to remain at 40 hrs. for other empl.; formula for sick leave—1 day per mo. of service—to be cumulative up to 120 days (formerly up to 48 days) and unused credits up to 60 days (formerly 36 days) to be payable upon retirement or death of empl.; 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.); employers to pay 50% of premiums for group insurance; agreement to expire Dec. 31, 1965.

*Atomic Energy of Canada, Chalk River & Deep River, Ont.—Atomic Energy Allied Council (AFL-CIO/CLC):* 2-yr. agreement covering 1,000 empl.—wage increases of 5¢ to 10¢ an hr. retroactive to April 1, 1965, 4¢ to 10¢ an hr. eff. Dec. 1, 1965 and 4¢ to 10¢ an hr. eff. Aug. 1, 1966; 4 wks. vacation after 20 yrs. of service (new provision); rate for labourer Aug. 1, 1966 will be \$2.03 an hr.; agreement to expire March 31, 1967.

*B.F. Goodrich, Kitchener, Ont.—Rubber Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 700 empl.—wage increases of 10¢ an hr. retroactive to June 1, 1965, 7¢ an hr. eff. June 1, 1966 and 7¢ an hr. eff. June 1, 1967; 10 paid holidays (formerly 9); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 22 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); new medical plan instituted; rate for sweepers June 1, 1967 will be \$2.18 an hr.; agreement to expire May 31, 1968.

*Building maintenance & window cleaning contractors, Vancouver, B.C.—Bldg. Service Empl. (AFL-CIO/CLC):* 3-yr. agreement covering 870 empl.—wage increases of 5¢ an hr. retroactive to July 1, 1965, 5¢ an hr. eff. July 1, 1966 and 4¢ an hr. eff. July 1, 1967 for janitoresses; wage increases of 8¢ an hr. retroactive to July 1, 1965, 7¢ an hr. eff. July 1, 1966 and 7¢ an hr. eff. July 1, 1967 for janitors; wage increases of 13¢ an hr. retroactive to July 1, 1965, 13¢ an hr. eff. July 1, 1966 and 13¢ an hr. eff. July 1, 1967 for window cleaners; 3 wks. vacation after 10 yrs. of service eff. June 1, 1966 (at present after 11 yrs.); medical plan to be introduced Jan. 1, 1966 and employers to pay 50% of premiums; rates July 1, 1967 will be \$1.45 an hr. for elevator operators and \$2.23 an hr. for window cleaners; agreement to expire June 30, 1968.

*Calgary Power & Farm Electric Services, Alta.—Calgary Power Empl. Assn. (Ind.):* 1-yr. agreement covering 600 empl.—wage increases of 4% for office empl. and 3½% for field staff; 10 paid holidays (formerly 9); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rates will be \$252.50 a mo. for male clerk and \$1.82 an hr. for digging-machine operator; agreement to expire Dec. 31, 1965.

*CBC company-wide—Moving Picture Machine Operators (AFL-CIO/CLC):* 2-yr. agreement covering 1,550 empl.—settlement pay of \$150; general wage increase of 3% retroactive to Nov. 1, 1964 for all classifications except production and script assistants; empl. with 1 yr. of service to be given 3 mos. notice of layoff due to technological change and to be granted during this period reasonable opportunity during regular hrs. to seek alternative employment; rate for shop helper becomes \$3.420 a yr.; agreement to expire Dec. 31, 1965.

*Cdn. Marconi, Montreal, Que.—Marconi Empl. Council (Ind.):* 2-yr. agreement covering 1,150 empl.—settlement pay of 4% of gross earnings from May 28 to Aug. 8, 1965; wage increases ranging from 4¢ to 12¢ an hr. eff. Aug. 9, 1965 and 4¢ to 12¢ an hr. eff. May 28, 1966; night shift premium increased to 12¢ an hr. (formerly 10¢); paid sick leave to be cumulative up to 40 days (formerly 30 days); rate for labourer May 28, 1966 will be \$1.58 an hr.; agreement to expire May 27, 1967.

*Chrysler Canada Limited, Walker Metal Products & Young Spring & Wire Corp. of Canada Ltd., Windsor, Ont.—Auto Wks. (AFL-CIO/CLC) (office empl.):* 3-yr. agreement covering 700 empl.—settlement pay of \$36.59 for Chrysler empl., \$28.10 for Walker Metal empl., and \$15.36 for Young Spring & Wire empl.; salary increases of \$4 bi-weekly eff. Aug. 22, 1965; salary increases of \$10.40 a mo. or 2½%, whichever is greater, eff. Sept. 5, 1965, \$10.40 a mo. or 2½%, whichever is greater, eff. July 24, 1966 and \$12.17 a mo. or 2.8%, whichever is greater, eff. July 9, 1967; salary increases for Young Spring & Wire and Walker Metal Products empl. in first yr. of agreement to achieve uniformity with the Chrysler schedule in 1966; day before Christmas and day before New Year's Day to be ninth and tenth paid holidays; 2 wks. vacation after 1 yr. of service, 12½ days vacation after 4 yrs. of service, 3 wks. vacation after 6 yrs. of service, 17½ days vacation after 11 yrs. of service and 4 wks. vacation after 15 yrs. of service; SUB plan to be instituted for office empl.; contribution toward SUB fund to be 3¢ an hr. of current cost-of-living allowance; group life insurance to be \$6,500 (formerly \$6,000); weekly sickness and accident benefit increased to \$55 payable up to 52 wks. (formerly \$50 payable up to 26 wks.); Green Shield Drug Plan adopted; non-contributory pension plan to provide benefits similar to those of production empl.; agreement to expire June 30, 1968.

*Dow Brewery, Montreal & Quebec, Que.—Brewery Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 750 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 12¢ an hr. eff. Jan. 1, 1966 and 14¢ an hr. eff. Jan. 1, 1967; 10 paid holidays (formerly 9); new provision for bonus of 20% of vacation pay for empl. with 20 yrs. of service or more; rate for labourer Jan. 1, 1967 becomes \$2.89 an hr.; agreement to expire Dec. 31, 1967.

*E.S. & A. Robinson (Can.), Leaside, Ont.—Printing Pressmen (AFL-CIO/CLC):* 2-yr. agreement covering 650 empl.—wage increases of 4% retroactive to July 1, 1965 and 4% eff. July 1, 1966; 4 wks. vacation after 25 yrs. of service in 1966 (new provision); rate for labourer July 1, 1966 will be \$1.86 an hr.; agreement to expire June 30, 1967.

*Employing Printers' Assn. of Montreal, Montreal, Que.—Bookbinders (AFL-CIO/CLC):* 3-yr. agreement covering 500 empl.—wage increases of 9¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. May 1, 1966, 5¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. eff. May 1, 1967 and 6¢ an hr. eff. Nov. 1, 1967; wage increases of 7¢ an hr. retroactive to May 1, 1965, 4¢ an hr. eff. May 1, 1966, 4¢ an hr. eff. Nov. 1, 1966, 4¢ an hr. eff. May 1, 1967 and 4¢ an hr. eff. Nov. 1, 1967 for bindery girls; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.) and 4 wks. vacation after 25 yrs. of service (new provision); 3 wks. severance pay (formerly 2 wks.); employer contribution toward welfare plan—life insurance, accidental death and dismemberment, supplemental hospital, major medical and surgical, and weekly indemnity plans—increased to \$1.95 a wk. (formerly \$1.50) per empl.; rate for journeyman binder Nov. 1, 1967 will be \$3.21 an hr.; agreement to expire April 30, 1968.

*Employing Printers' Assn. of Montreal, Montreal, Que.—Printing Pressmen (AFL-CIO/CLC):* 3-yr. agreement covering 500 empl.—wage increases ranging from 5¢ to 10¢ an hr. for letter-press printing process empl. retroactive to May 1, 1965 and eff. May 1, 1966 and May 1, 1967; wage increases ranging from 7¢ to 20¢ an hr. for offset printers retroactive to May 1, 1965 and eff. May 1, 1966 and May 1, 1967; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.) and

4 wks. vacation after 25 yrs. of service (new provision); 3 wks. severance pay (formerly 2 wks.); employer contribution toward welfare plan—life insurance, accidental death and dismemberment, supplemental hospital, major medical and surgical and weekly indemnity plans—increased to \$1.95 a wk. (formerly \$1.50) per empl.; rates May 1, 1967 will be \$3.20 an hr. for letter-press empl. and \$2.59 to \$4.29 an hr. for offset empl.; agreement to expire April 30, 1968.

*Fisheries Assn. of B.C.—United Fishermen (Ind.) (cannery & cold storage empl.):* 2-yr. agreement covering 4,500 empl.—general wage increases of approximately 5% in 1965 and 5% in 1966; 3 wks. vacation after 8 yrs. of service (formerly after 9 yrs.) in 1965 and 4 wks. vacation after 20 yrs. of service (new provision) in 1966; rates under cannery agreement will be \$1.93 an hr. for female line-worker and \$2.21 an hr. for labourer in 1966; rates in fresh fish and cold storage operations will be \$1.82 an hr. for female general fish wkrs. and \$2.19 an hr. for male general fish wkrs. in 1966; agreement to expire April 15, 1967.

*Fisheries Assn. of B.C.—United Fishermen (Ind.) (tendermen):* 2-yr. agreement covering 600 empl.—general wage increases of 4½% in 1965 and 4½% in 1966; rate for cook deckhand on vessel under 15 tons will be \$26.43 a day or \$396.50 per 15-day mo. in 1966; agreement to expire April 15, 1967.

*Fraser Companies, Atholville, Edmundston & Newcastle, N.B.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,170 empl.—wage increase of 15¢ an hr. retroactive to July 1, 1965; additional adjustments of 2¢, 5¢, and 7¢ an hr. for certain classifications in first yr. of agreement; general wage increase of 10¢ an hr., and additional wage adjustment of 5¢ an hr. for certain classifications eff. July 1, 1966; general wage increase of 10¢ an hr. July 1, 1967; general wage increase of 5¢ an hr., and additional wage adjustment of 3¢ an hr. for certain classifications eff. Jan. 1, 1968; evening and night shift premiums increased to 9¢ and 12¢ an hr. respectively (formerly 8¢ and 11¢); provision for 7-day operations (formerly 6 days); 5 wks. vacation after 25 yrs. of service (new provision); company contribution toward health and welfare plans to be increased by \$2 a mo. eff. Sept. 1, 1965 and by \$1 a mo. eff. Jan. 1, 1968; rate for labourer Jan. 1, 1968 will be \$2.45 an hr.; agreement to expire June 30, 1968.

*H. J. Heinz Co. of Canada, Leamington, Ont.—Packinghouse Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,500 empl.—settlement pay of \$125 prorated from Feb. 1, 1965; wage increases of 10¢ an hr. eff. Aug. 14, 1965, 12¢ an hr. eff. Feb. 1, 1966 and 12¢ an hr. eff. Feb. 1, 1967; differentials between job grades increased at an average cost of 8¢ an hr. over 3 yrs.; 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1966 (at present after 25 yrs.); Remembrance Day to be ninth paid holiday in 1966; Sunday premium increased to double time (formerly time and a half) outside the tomato season; overtime premium during the tomato season to be time and half after 50 hrs. (formerly time and a quarter after 60 hrs.) in 1965, after 45 hrs. eff. Feb. 1, 1966 and after 40 hrs. eff. Feb. 1, 1967; rate for labourer Feb. 1, 1967 will be \$2.28 an hr.; agreement to expire Jan. 31, 1968.

*Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.—Amalgamated Clothing Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 3,000 empl.—wage increases of 7% (maximum of 11¢ an hr.) retroactive to Dec. 7, 1964 and 3% (maximum of 5¢ an hr.) retroactive to June 28, 1965; 8 paid holidays (formerly 7); agreement to expire Nov. 30, 1967.

*Molson's Brewery Quebec Ltd., Montreal, Que.—Molson's Empl. Assn. (Ind.):* 3-yr. agreement covering 1,000 empl.—general wage increases of \$4 a wk. retroactive to Jan. 1, 1965, \$5 a wk. eff. Jan. 1, 1966 and \$5.50 a wk. eff. Jan. 1, 1967; additional wage increases of \$1 a wk. for skilled trades in each yr. of agreement; additional wage increase of \$10 a wk. for city delivery route helpers in 1965; new provision for bonus of 20% of vacation pay for empl. with 20 yrs. of service as of Jan. 1, 1965, 10 yrs. of service as of Jan. 1, 1966 and 3 yrs. of service as of Jan. 1, 1967; rate for labourer Jan. 1, 1967 will be \$115.50 a wk.; agreement to expire Dec. 31, 1967.

*Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO):* 3-yr. agreement covering 1,450 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) eff. May 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. May 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to the regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; sick leave with pay to accumulate at rate of ½-day per calendar mo. to a maximum of 20 days; company-paid life insurance of \$1,000 for retiring empl.; rate for labourer Aug. 1, 1967 will be \$2.48 an hr.; agreement to expire April 30, 1968.

*Ontario Paper, Thorold, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO):* 3-yr. agreement covering 1,060 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional adjustments of 12¢ an hr. for mechanics and 10¢ an hr. for operating personnel; evening and night shift premiums to be 10¢ and 13¢ an hr. respectively (formerly 8¢ and 11¢); 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) and 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966; 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; employer to pay full premiums of PSI and Ontario hospital insurance for period May 1, 1965 to April 30, 1968 and 50% of the total premium for sickness and accident plan; rate for labourer Aug. 1, 1967 will be \$2.48 an hr.; agreement to expire April 30, 1968.

(Continued on page 875)

# TEAMWORK in INDUSTRY

Three new approaches to public relations have been successfully developed by the Regina General Hospital Advisory Committee.

First formed in September 1957, this labour-management committee has initiated three completely separate schemes that have helped the hospital's image at both the institution and public levels.

Several years ago the Advisory Committee, made up of 15 members—nine employees and six management representatives—set up a public relations subcommittee which decided on interdepartmental relations as its first project.

In February 1964, this subcommittee sent out questionnaires to each department in the hospital. The questionnaire contained seven questions and was designed for employee discussion to bring into the open any conflicts between the various services or departments, any suggestions for improvements and any other pertinent information or ideas.

The response was very gratifying as the employees showed an active interest in participating in the development of interdepartmental co-operation.

All employee questions, comments or suggestions were dealt with no matter how minor they seemed. Most received immediate attention from the Advisory Committee, while others had to be referred to interdepartmental negotiations.

Broken down statistically: 20 per cent were minor and immediately resolved; 10 per cent were referred for further negotiations; 20 per cent were impractical; and the remaining 50 per cent received "positive action".

The Advisory Committee is now encouraging suggestions and questions on a continuing basis as they arise.

In another field, the Advisory Committee's New Projects Committee introduced a program of career counselling at both the high school and adult level.

For high school counselling, a speakers' bureau was set up for student talks; an orientation program was initiated for high school teachers to acquaint them with hospital vocational opportunities; hospital tours were planned as well as an increase in student

volunteers to work in the hospital to become exposed to hospital life.

This same careers program called for department co-ordination to recruit from professional associations as well as provide guidance for present hospital employees.

The third venture in public relations involved a hobby show which included samples of crafts done by the employees, as well as examples of personal collections. More than 500 persons attended the exhibition and toured the hospital.

The Regina General Hospital employs 610 persons with the employees represented by the Regina Hospital Employees Association, CLC, Local 176.

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Bristol Aero-Industries Ltd. employees at the Winnipeg Division are feeling rather proud of two major awards the company has won so far this year. One of the awards was for top quality production while the other was for leading export sales.

Three times in the past year the company placed in the top 10 "outstanding quality contributor" in the General Electric "Zero Defects" program for small aircraft engines. Now Bristol has finally won the "Quality Vendor of the Month" award.

Immediately after this the Manitoba government presented Bristol with the Export Award Pennant for leading Manitoba companies in developing export sales. The Winnipeg company exports half of its output to 12 different space research and industrial companies in the United States.

The 625 Bristol employees at Winnipeg are represented by International Association of Machinists, CLC, Spitfire Lodge 741.

\* \* \*

Employees in the Pacific Division of Dominion Bridge Co. Ltd. at Burnaby, B.C., don't have to worry about "getting through" to management.

General Manager W. D. Jewett, in a monthly company newsletter, pointed out to the 350 employees how important it is for both management and employees to be able to communicate with each other. He said that where large numbers of persons are involved, communications are a major concern to prevent minor irritants from becoming major problems.

The employees are represented by the Shopmen's Local, International Association of Bridge, Structural and Ornamental Iron Workers, Local 712.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board granted three applications for certification, ordered two representation votes, rejected one application for certification, and denied one request under Section 61(2) of the Act for review of an earlier decision. During the month the Board received nine applications for certification, one application for revocation of certification, and allowed the withdrawal of six applications for certification.

### Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; on behalf of a unit of drivers, yardmen, checkers and watchmen employed by Auto Haulaway Limited working in and out of Moncton, N.B. (L.G., Aug., p. 734).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of E.M.I.—Cossor Electronics Ltd., engaged in the performance of the company's contract with the National Research Council to staff and maintain the satellite radio tracking facility in the vicinity of St. John's, Nfld. (L.G., Aug., p. 734).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of technicians and operators employed at Television Station CHOV-TV at Pembroke, Ont., by the Ottawa Valley Television Company Limited. (L.G., Aug., p. 734).

### Representation Votes Ordered

1. Canadian Air Line Dispatchers Association, applicant, Nordair Ltd., Montreal International Airport, Dorval, Que., respondent; and the Nordair Employees' Union (C.N.T.U.), intervener (L.G., Aug., p. 734). The voting unit comprised flight dispatchers, and the names of the applicant and the intervener were on the ballot (Returning Officer: Mr. R. L. Fournier).

2. Local 955, International Union of Operating Engineers, applicant; the Consolidated Mining and Smelting Company of Canada Limited, Pine Point, N.W.T., respondent; and International Union of Mine, Mill and Smelter Workers (Canada), Local 802, intervener (L.G., Aug., p. 734). The voting unit com-

prised employees in an industrial unit, and the names of the applicant and the intervener were on the ballot (Returning Officer: J. D. Meredith).

### Application for Certification Rejected

Western Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada), applicant; and A. Arsenault Diamond Drilling Limited, Whitehorse, Y.T., respondent (L.G., Aug., p. 734). The application was rejected for the reason that it was not properly signed in accordance with the provisions of Section 47 of the Industrial Relations and Disputes Investigation Act. In this case the application had been made and signed by two office employees who were not officers or members of the union, and for whom no evidence was produced that the union's membership had authorized them to make and sign the application.

### Request for Review under Section 61(2) Denied

The Board denied a request by the Canadian National Railway Company for a review of the certification issued by the Board on May 18, 1960, to the Canadian National Railway Police Association in respect of a unit of Railway Police employed in the Company's Investigation Department (L.G., May, p. 424). The Reasons for Judgment are published below.

### Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Toronto Ottawa Valley Express Limited, Toronto, Ont., reported to be working in and out of its Ottawa Terminal (Investigating Officer: S. Emmerson) (see "Applications for Certification Withdrawn," below).

2. Canadian Union of Public Employees on behalf of a unit of office employees of the Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: S. Emmerson) (see "Applications for Certification Withdrawn," below).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Corkery-Purcell Freight Lines Limited, Ottawa, Ont., (Investigating Officer: S. Emmerson).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bolduc Explosives Transport Limited, Nipissing Junction, North Bay, Ont. (Investigating Officer: S. Emmerson).

5. International Longshoremen's Association, Local 1917, on behalf of a unit of harbour service employees employed by Waterman's Service (Scott) Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

6. Mayo District Mine, Mill and Smelter Workers Local Union 924, of the Interna-

tional Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Western Catering Ltd., Vancouver, B.C., employed at Elsa, Y.T. (Investigating Officer: J. D. Meredith).

7. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the Toronto, Hamilton and Buffalo Railway Co., Hamilton, Ont. (Investigating Officer: S. Emmerson).

8. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Transport Inc., Ste-Thérèse de Blainville, Que. (Investigating Officer: R. L. Fournier).

9. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard the S.S. *G.G. Post* by Silloc Limited, Hamilton, Bermuda (J. W. Baughman, Agent, Port Colborne, Ont.) (Investigating Officer: S. Emmerson).

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### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Application for Revocation Received

F. Barkwell, *et al*, applicants; and Liquid Cargo Lines Limited, Clarkson, Ont., respondent; and the General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application is for the revocation of certification granted by the Board on June 25, 1964 to Local 938 in respect of a unit of employees of the respondent company (L.G., Aug. 1964, p. 715 and Mar. 1965, p. 250).

## Applications for Certification Withdrawn

1. International Longshoremen's Association, Local 1845, applicant; and Eastern Canada Shipping Limited, Montreal, Que., respondent (L.G., June, p. 524).

2. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant; and Hubert Transport Inc., Ste-Thérèse de

Blainville, Que., respondent (L.G., July, p. 638) (new application received, see above).

3. Canadian Maritime Union, applicant; and S.S. Texaco Warrior Ltd., Montreal, Que., respondent (unlicensed personnel) (L.G., July, p. 638).

4. Association of Employees of Verreault Navigation C.F.I.A., applicant; and Verreault Navigation Inc., Les Méchins, Que., respondent; and Seafarers' International Union of Canada, intervener (unlicensed personnel) (L.G., July, p. 638).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant; and Toronto Ottawa Valley Express Limited, Toronto, Ont., respondent (Ottawa Terminal) (application received during month, see above).

6. Canadian Union of Public Employees, applicant, and the Hamilton Harbour Commissioners, Hamilton, Ont., respondent (office employees) (application received during month, see above).

## Reasons for Judgment

in application for revocation of certification affecting

Canadian National Railways  
and

Applicant

Canadian National Railways Police Association

Respondent

This is an application by the applicant requesting that the Board under the authority of Section 61(2) of the Industrial Relations and Disputes Investigation Act reconsider and revoke an order made by it under date of May 17, 1960 certifying the respondent as bargaining agent for a unit of employees of the applicant, comprised of employees in the applicant's Investigation Department classified as sergeant, patrol sergeant and constable, excluding all employees of the headquarters staff of the Investigation Department at Montreal, all employees in the Special Services Branch at Montreal, and employees in the various districts classified as superintendent, inspector, special agent, special investigator, captain, special guard, watchman, chief clerk, general clerk, ticket examiner, secretary, and stenographer.

The grounds advanced in support of the application are shortly that these persons, members of the applicant's police force, are not employees of the applicant within the meaning of the Industrial Relations and Disputes Investigation Act.

The applicant in its reply to the original application for certification, of which it had received notice from the Board, had advised the Board that it was not contesting the application and did not desire to be heard at the hearing of the application. The applicant does not allege that there have been any changes in the duties or status of the employees covered by the order of certification since the date of the application for certification, or in any terms or conditions of their employment which are material to the consideration of the present application.

At the hearing before the Board on the application for reconsideration of the order for certification the Board, without reaching any decision as to whether in the circumstances it should exercise its discretion to review the order of certification; and without prejudice to such conclusion as it might arrive at in reference thereto, proceeded with a hearing on the substance of the application, and heard evidence and arguments by the parties in reference thereto.

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and Gerard Picard, members.

The Judgment of the Board was delivered by the Chairman.

While no material change in the duties of the employees has taken place, nor have difficulties with respect to the meaning or application of the order of certification occurred since the date of the order such as might ordinarily be regarded as providing grounds for a review of this nature, the Board has nevertheless given consideration to the substance of the grounds put forward by the applicant, and the evidence and arguments advanced in reference thereto, in view of the nature of the issues raised.

The question is whether a member of the Canadian National Railways Police Force is an "employee" in the sense that he is "employed" by the applicant, the Canadian National Railways, within the meaning of the word "employed" as it is used in the definition of "employee" in Section 2(1)(i) of the Industrial Relations and Disputes Investigation Act.

The relevant facts are:

(a) a member of the Police Force in question is engaged by the applicant in the same way and under the same corporate authority as the persons who work in any other department of that company;

(b) immediately after being so employed, and before commencing to count time for purposes of pay, members of the Force are appointed "to act as constables on and along" the applicant's railway and take the oath as constables pursuant to Section 456 of the Railway Act, R.S.C. 1952, Chapter 234, which reads as follows:

456. (1) A superior or county court judge, two justices of the peace, or a stipendiary or police magistrate, in any part of Canada, a clerk of the peace, clerk of the Crown or judge of the sessions of the peace in the Province of Quebec, within the jurisdiction the railway runs, may, on the application of the company or any clerk or agent of the company, appoint any persons who are British subjects to act as constables on and along such railway.

(2) Every person so appointed shall take an oath or make a solemn declaration, which may be administered by any judge or other official authorized to make the appointment or to administer oaths, in the form or to the effect following, that is to say:

I, A.B., having been appointed a constable to act upon and along (here name the railway), under the provisions of the Railway Act, do swear that I am a British subject; that I will well and truly serve our Sovereign Lady the Queen in the said office of constable, without favour or affection, malice or ill-will; that I will, to the best of my power, cause the peace to be kept, and prevent all offences against the peace; and that, while I continue to hold the said office, I will, to the best of my skill and knowledge, discharge the duties thereof faithfully according to the law. So help me God.

(3) Such appointment shall be made in writing signed by the official making the appointment, and the fact that the person appointed thereby has taken such oath or declaration shall be endorsed on such written appointment by the person administering such oath or declaration. R.S., c. 170, s. 449.

The argument put before the Board on behalf of the applicant is, in effect, that, while a member of the applicant's Police Force might otherwise fall clearly within the ordinary meaning of "employee" in the sense of a person who has been "employed" under a contract of service, once he becomes a "constable", he automatically ceases to be an employee because a constable is not an employee. In support of this argument, a number of judicial decisions have been cited.

We are of opinion that that argument is not sound and must be rejected. We have reviewed the decisions upon which it is based and, in the opinion of the Board, while they establish that an appointment as a peace officer or constable does not create the appointee an employee or servant of the appointing authority, they do not establish that such an appointment is inconsistent with, or brings to an end a status of employee or servant that had been created independently of the appointment.

An appointment as a constable or peace officer, just as an appointment to a judicial office, confers certain powers and imposes certain duties upon the appointee, in the exercise and discharge of which he acts in accordance with the law. He is legally bound to discharge his duties as a constable or peace officer, and no person may give him any instruction to the contrary.

For the maintenance of law and order in the country generally, the law provides for a number of police forces consisting of constables who are, under the law, entitled to certain pay and other emoluments for their services as such constables. Constables belonging to such forces—e.g., the various municipal forces, the two provincial forces and the RCMP—have no engagement or appointment except as constables in their respective forces, and therefore are not employees or servants in the ordinary sense in which those words are used.

There is, however, authority in the law for the appointment of persons who do not belong to such a police force as constables. There are situations in which it is recognized that persons who are not members of one of the police forces established by the law should nevertheless have the powers, and be subject to the duties attached to the office of a constable. Such a person might be a factory night watchman, or he might be a company agent in a lonely post. Appointment of such a person as a constable pursuant to appropriate legal authority would not be inconsistent with, or terminate his contract of employment with his civilian employer, although, in certain respects, his duties as a constable would limit the control exercisable over him by such employer.

It is noteworthy that the Railway Act does not require or authorize the creation of railway police forces. Section 456 provides for the appointment of persons nominated by a railway company as constables. Ordinarily, such persons would be employees of the company but not necessarily persons employed to work full time in connection with the enforcement of the law. In some cases, they might conceivably be station agents or other employees in isolated places who are competent to enforce the law in the absence of full time constables. An appointment of such a person as a constable under Section 456 obviously would not terminate his contract of employment and the effect of such an appointment can be no different where the appointee was employed by the company to spend full time on what are normally regarded as police duties. Notwithstanding the appointment of such a person as a constable, he continues to be a person employed by the company to perform services that are essential to the efficient operation of the railway. He is appointed a constable because such an appointment confers on him powers that are of importance to the more efficient performance of those duties.

In the view of the Board, a member of the applicant's Police Force is an employee of the applicant, and is paid a salary for performing services for the applicant that are determined by, or under his contract of employment. He is subject to direction by his employer as is any other employee except that, where the circumstances are such that he has a duty as a constable to take certain action, his employer has no right to give him any direction inconsistent with such duty.

For the above reasons, the Board is of the opinion that the fact that a member of the Canadian National Police Force has been appointed as a constable under the Railway Act does not establish that he is not an "employee" within the meaning of that word as used in the Industrial Relations and Disputes Investigation Act.

We now turn to the consideration of the further argument of the applicant, that the members of its Police Force in the certified bargaining unit are not employees in any event within the definition of "employee" in paragraph (i) of Subsection 1 of Section 2 of the Industrial Relations and Disputes Investigation Act, in view of the nature of the work upon which they are employed. This paragraph reads as follows:—

(1) 'employee' means a person employed to do skilled or unskilled manual, clerical or technical work, but does not include

(i) a manager or superintendent, or any other person who, in the opinion of the Board, exercises management functions, or is employed in a confidential capacity in matters relating to labour relations, or

(ii) a member of the medical, dental, architectural, engineering or legal profession qualified to practise under the laws of a province and employed in that capacity;

In determining the scope of this definition of the term "employee" as "a person employed to do skilled or unskilled manual, clerical or technical work," the Board has given consideration and effect to the meaning of the word "technical" as given in The Oxford English Dictionary, namely:

1. of a person: skilled in or practically conversant with some particular art or subject;

2. of a thing: skilfully done or made;

3. belonging or relating to an art or arts; appropriate or peculiar to or characteristic of, a particular art, science, profession, or occupation.

It should be noted that the categories of employees who are specifically excepted from the general categories of persons employed to do skilled or unskilled manual, clerical or technical work who are employees under this definition, comprise members of the medical, dental, architectural, engineering and legal professions employed in that capacity, as well as managers and superintendents and other persons who in the opinion of the Board exercise management functions, and persons employed in a confidential capacity in matters relating to labour relations. These exceptions cover a wide range of occupations and skilled employment involving the exercise of judgment and discretion and capacity in the performance of work which is at least as exacting as that required of the employees of the applicant in this bargaining unit by their employer.

The applicant did not contend, nor did the evidence given serve to establish that the duties of the employees in the certified bargaining unit warranted their exclusion from the application of the Act as persons employed in a confidential capacity in matters relating to labour relations, or as exercising management functions.

The Board rejects the request of the applicant for revocation of the aforesaid order of certification accordingly.

The judicial decisions considered in reaching the above conclusions are:

*Coomber v. Justices of Berks*, (1883) A.C. 61;  
*McCleave v. City of Moncton*, (1902) 32 S.C.R. 106;

*Lambert v. Great Eastern Ry. Co.*, (1909) 2 K.B. 776;

*Gelfand v. Canadian Pacific Railway Company*, (1925) 2 WWR 765;

*Vignitch v. Bond and Canadian Pacific Railway Company*, (1928) 1 W.W.R. 449;

*Fisher v. Oldham Corporation*, (1930) 2 K.B. 364;

*Bruton v. Regina City Policemen's Association, Local No. 155*, (1945) 3 D.L.R. 437;

*The King v. Labour Relations Board (N.S.)*, (1951) 4 D.L.R. 227;

*Saanich Municipal Employees' Association, Local No. 374 v. Board of Commissioners of Police of the District of Saanich*, (1953) 2 D.L.R. 187;

*Attorney-General for New South Wales v. Perpetual Trustee Co. (Ltd.)* (1955) A.C. 457;

*The Queen v. The Labour Relations Board, ex parte The City of Fredericton*, (1955) 38 M.P.R. 26;

*Regina v. Ontario Labour Relations Board, ex parte Canadian Union of Public Employees, Local 543*, (1964) 2 C.R. 260.

The Board suggests for the consideration of the parties that in view of the special nature of the responsibilities of members of the Canadian National Railways Police Force, the parties should explore the practicability of adopting a procedure for the final settlement of collective bargaining issues between them by arbitration or otherwise, so as to provide assurance that the services of the members of the Force will be available at all times for the preservation of law and order on the railway premises.

(Sgd.) A. H. Brown,  
Chairman, for the Board.

Dated at Ottawa, July 30, 1965.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Bicknell Freighters Ltd., Calgary, Alta.; and Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officers: J. D. Meredith).

2. Canadian Lake Carriers Negotiating Committee and Canadian Merchant Service Guild, Inc. (Conciliation Officer: C. E. Poirier).

3. Atomic Energy of Canada Limited, Chalk River, Ont.; and Chalk River Technicians & Technologists, Local No. 1568 (CLC) (Conciliation Officer: T. B. McRae).

4. Veilleux Transport Inc., East Angus, Que.; and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier).

5. Fleet Express Lines Ltd. (Vancouver Terminal) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

6. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont.; and the Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

7. National Harbours Board, Port of Montreal; and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier).

8. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que.; and Lodge 767 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

### Conciliation Boards Appointed

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man.; and Flin Flon Base Metal Workers' Federal Union No. 172 and seven international craft unions (L.G., June, p. 525).

2. Atomic Energy of Canada Limited, Chalk River, Ont.; and Local 742 of the International Brotherhood of Electrical Workers (L.G., June, p. 525).

3. Eldorado Mining and Refining Limited, Eldorado, Sask.; and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (L.G., May, p. 425).

### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with a dispute between Hudson Bay Mining and Smelting Co., Limited, Flin Flon; and Flin Flon Base Metal Workers' Federal Union No. 172 and seven international craft unions (see above) was fully constituted in July with the appointment of the Hon. Mr. Justice C. Rhodes Smith of Winnipeg as Chairman. Mr. Justice Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C. of Winnipeg and Harry Waisglass of Toronto, who were previously appointed on the nomination of the company and the unions, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between Eldorado Mining and Refining Limited, Eldorado, Sask.; and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of

Mine, Mill and Smelter Workers (Canada) (see above) was fully constituted in July with the appointment of A. S. Dewar, Q.C. of Winnipeg as Chairman. Mr. Dewar was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Alex Harris of Willowdale, Ont.; and Leo Nimsick, M.L.A. of Kimberly, B.C., who were previously appointed on the nomination of the company and the union, respectively.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont.; and Local 742 of the International Brotherhood of Electrical Workers (see above) was fully constituted in July with the appointment of J. A. Hanrahan of Windsor, Ont. as Chairman. Mr. Hanrahan was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, who were previously appointed on the nomination of the company and the union, respectively.

4. The Board of Conciliation and Investigation established in June to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont.; and The Atomic Energy Allied Council (L.G., Aug., p. 736) was fully constituted in July with the appointment of J. A. Hanrahan of Windsor, Ont. as Chairman. Mr. Hanrahan was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, who were previously appointed on the nomination of the company and the unions, respectively.

5. The Board of Conciliation and Investigation established in June to deal with a dispute between Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont.; and United Steelworkers of America (L.G., Aug., p. 735) was fully constituted in July with the appointment of Trevor R. Smith of Willowdale, Ont. as Chairman. Mr. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith of Toronto and Peter Podger of Streetsville, Ont., who were previously appointed on the nomination of the company and the union, respectively.

#### **Board Reports Received**

1. TransAir Limited, Winnipeg International Airport; and Canadian Air Line Flight Attendants Association (L.G., Aug., p. 736). The text of the report is reproduced below.

2. Liquid Cargo Lines Limited, Clarkson, Ont.; and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., July, p. 640). The text of the report is reproduced below.

#### **Settlement following Board Procedure**

TransAir Limited, Winnipeg International Airport; and Canadian Air Line Flight Attendants Association (see above).

#### **Settlement before Board Fully Constituted**

British Yukon Navigation Company and British Yukon Railway Company (White Pass and Yukon Route) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 735).

## **Report of Board in Dispute between**

### ***TransAir Limited, Winnipeg International Airport and***

### ***Canadian Air Line Flight Attendants' Association***

The company was represented before the Board by D. C. McGavin, Q.C., F. C. McKay, and S. A. Caldwell; and the union by R. Smeal and Dianne Serdinski.

The Board members met with the parties June 24 and 25, 1965, and alone on June 30, 1965 for the purpose of considering its report and recommendations.

On June 24, written briefs were received from both the company and the union. Following this the Board held separate meetings with the representatives of the parties in an attempt to conciliate the differences that appeared to exist between them. These efforts were unsuccessful, and accordingly, pursuant to the requirements of The Industrial Rela-

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association.

The Board was under the chairmanship of A. S. Dewar, Q.C., of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., and J. A. Coulter, both of Winnipeg, nominees of the company and union, respectively.

The text of the report is reproduced here.

tion and Disputes Investigation Act, it is necessary that the Board make recommendations as to a fair and equitable basis for a settlement of the dispute.

### Matters in Dispute

The matters in dispute arise out of the following demands made by the union:

1. A wage increase of \$15 per month in the minimum monthly salary and 20 cents per hour in the hourly excess flying rate.

2. Commencement of the excess hourly flying rate pay after 70 hours flying time each month, instead of 75 hours.

3. A duty rig formula that would give employees in the bargaining unit minimum flight time credits for all time spent on duty other than flying duty, as follows:

A flight attendant who is on duty in any one duty period shall be credited in accordance with the following table:

Duty Time	Minimum Flight Time Credit
Up to 4:00 hrs.	Actual time
From 4:01 up to 8:00 hrs.	3:00 hrs.
From 8:01 up to 12:00 hrs.	4:00 hrs.
Over 12:00 hrs.	5:00 hrs.

The above demands were related to a one year contract effective from January 1, 1965 to December 31, 1965, replacing the contract that expired December 31, 1964.

### The Company's Position

The company's position on demands made by the union can be summarized as follows:

1. A two-year contract running from January 1, 1965 to December 31, 1966, with any wage increase effective from the first day of the month in which an agreement is signed.

2. New wage rates as follows:

Rates of Pay	First Year		Second Year	
	Monthly Salary	Excess Flying Hourly Rate	Monthly Salary	Excess Flying Hourly Rate
First 6 months	\$250.00	\$2.95	\$260.00	\$3.05
Second 6 months	265.00	3.10	275.00	3.25
Third 6 months	280.00	3.30	290.00	3.40
Fourth 6 months	310.00	3.65	320.00	3.75
Third Year	325.00	3.80	335.00	3.95
Fourth Year	340.00	4.00	350.00	4.10
Fifth Year	360.00	4.25	370.00	4.35

A comparison of the above with the wage schedule in effect in the agreement terminating December 31, 1964 indicates the increase the company was prepared to accept:

	Rates of Pay	
	Monthly Salary	Excess Flying Hourly Rate
First 6 months	\$235.00	\$2.80
Second 6 months	260.00	3.05
Third 6 months	285.00	3.35
Fourth 6 months	300.00	3.50
Third Year	315.00	3.70
Fourth Year	330.00	3.95
Fifth Year	350.00	4.10

3. Retention of the present arrangement under which excess flying hourly pay is paid for all hours flown in excess of 75 hours in any month.

4. No duty rig.

The excess flying hourly rate at the present is paid to all employees in the bargaining unit whose flying time in any month exceeds 75 hours. An employee can be required to fly up to 75 hours in any month for her minimum basic salary. For each hour flown between 75 and 90 hours an employee receives what is referred to as the excess flying hourly rate in addition to her minimum basic salary. An employee cannot exceed 90 hours flying time under normal circumstances. The only exception of which the Board was advised was if it becomes necessary for an employee to exceed 90 hours in order to return to her home base.

The excess flying hourly rate is computed as approximately 1/85th of the minimum basic monthly salary rather than a *pro rata* computation of 1/75th.

During the proceedings the excess flying hourly rate was described by the union as being in the nature of an incentive to employees to exceed the minimum flying hours each month, and the union's contention was that by reducing these minimum hours from 75 to 70 the incentive would be increased and result in greater productivity. The Board has difficulty accepting this concept of excess flying hourly pay or that the suggested revision would result in increasing the incentive. Under the arrangement an employee actually receives less pay for each hour flown in excess of 75 than she receives for each of the first 75 hours per month. If the purpose of this feature of the wage structure is an incentive, it appears to the Board that a substantial reduction in the minimum flying hours from 75 to say, 50, with a corresponding reduction in the minimum basic monthly salary and payment for all hours flown in excess of 50 at a *pro rata* or greater than *pro rata* hourly rate would be more appropriate and likely to achieve greater productivity.

The information provided the Board shows that there are actually two divisions in the company's operations in which members of the bargaining unit are employed. One of these is the Main Line Division including the usual scheduled flight operations, and the other is the Dew Line Division comprising the company's operations on the Dew Line. It appears that stewardesses employed on the Main Line Division seldom exceed 75 hours flying time per month. In the months of January, February, March and April of this year the average number of hours flown monthly by stewardesses ranges from 53.22 hours to 65.55 hours. It was not until May when, as a result of separations and illnesses, the number of employees was substantially reduced that the average monthly flying hours reached 73.05. The Board was told that the summer months of July, August and September are most likely to produce opportunity for exceeding the monthly minimum. By comparison, on the Dew Line Division for the months of January, February, March and April, the range of average monthly flying hours per employee was from 74.14 to 76.18. The number of stewardesses normally employed in the Main Line Division approximates 14 and on the Dew Line Division, four or five.

During the Board's efforts of conciliation it appeared that the company was prepared to offer a \$10 across the board increase for each classification in each year on a two year contract retroactive to May 1, 1965; retroactive wage payments to be made to employees still employed at the date on which a new agreement is signed. Excess flying hourly pay would continue to be computed as at present as 1/85th of the minimum basic monthly salary taken to the nearest 5 cents. It appeared that the union was prepared to accept such a wage increase provided it was made retroactive to some date beyond May 1, 1965, and also provided that the minimum monthly flying hours were reduced from 75 to 70.

### Difference Between the Parties

In effect, therefore, the real difference between the parties was reduced to whether or not there should be a reduction of 5 hours in the minimum monthly flying hours. The question of the duty rig was no longer an issue at this point, the Board having taken the position with the parties that it did not consider this demand merited consideration at this time.

Payment to employees of a basic monthly minimum salary for a specified number of hours of flying duty each month is a peculiarity of the air line industry. The specified number of hours appears to vary considerably between different employing companies as well as between different classifications of

employees within these companies. For example, in the case of the stewardesses involved in this dispute, the monthly minimum is 75 hours whereas for pilots in the same company the Board was informed the monthly minimum is 85 hours. The Board does not consider itself equipped or sufficiently knowledgeable to be able to fully appreciate the full impact of a reduction as requested by the union. As already mentioned, the incentive feature appears quite questionable. In addition, if a reduction were to be made, under present circumstances in the company's operation the Dew Line Division employees would receive the greater benefit and very little benefit would accrue to the Main Line Division employees. In the Board's view this is the type of arrangement peculiar to an industry that is best altered or amended by agreement between the parties who can more properly assess the impact of change than can any outside individual or group of individuals. For these reasons, therefore, the Board is not prepared to make a recommendation that the hours be reduced in accordance with the union's demand. It does, however, consider that in the light of all of the information and wage comparisons placed before it some recognition should be given to this demand by increasing the compensation of all employees, rather than by an arrangement that would undoubtedly only benefit some.

### Recommendations

Accordingly, the Board recommends as a fair and equitable adjustment of this dispute:

1. A two-year contract covering the period January 1, 1965 to December 31, 1966.
2. A wage increase of \$10 per month for each classification in the bargaining unit effective March 1, 1965.
3. A further increase of \$15 per month for each classification in the bargaining unit effective January 1, 1966.
4. Retroactive pay arising out of the 1965 increase recommended above to be paid to stewardesses who were in the employ of the Company on March 1, 1965 and continue to be so employed on the date on which the new agreement is signed.
5. Excess flying hourly rate to be computed as at present by dividing the minimum basic monthly salary by 85 and taking the result to the nearest 5 cents.

Dated at the City of Winnipeg this 6th day of July 1965.

(Sgd.) A. S. Dewar,  
Chairman.

(Sgd.) Henry B. Monk,  
Member.

(Sgd.) J. A. Coulter,  
Member.

## Report of Board in Dispute between

*Liquid Cargo Lines Limited, Clarkson, Ont.*  
and

*International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America*

The Board of Conciliation appointed in the above matter consisting of David Buyers, company nominee; Murray Tate, union nominee; and T. C. O'Connor, Chairman, met the parties in Toronto on June 18, 1965.

The company was represented by: M. Donnelly and F. W. Murray.

The union was represented by: G. Newman, C. Thibeault and H. Shelkie.

The members of the Board of Conciliation were advised that through the efforts of conciliation officer, S. Emerson, a memorandum of agreement had been signed by the parties on March 3, 1965. We were also advised that this memorandum had been rejected by the employees.

The union informed the Board that they were seeking improvements in union security, direct wages, loading and unloading, pay, and seniority; and filed copies of collective agreements with the Board which set out union security and rates of pay in other sections of the trucking industry.

At the opening of the hearing, the company advised the Board that their position was unalterable; or in other words, they were not prepared to negotiate on the items in dispute. The company also stated that they had requested the conciliation officer not to recommend a Board of Conciliation, as it would serve no useful purpose in this dispute.

There are other matters involved which further complicate negotiations between the company and the union. The Board was advised that the union was certified as the collective bargaining agent in June 1964, and that an application for decertification was heard by the Labour Board in March 1965.

At about the same time as the memorandum agreement was signed by the parties, the application for decertification was rejected by the Labour Board as untimely.

Following the formal hearing, the members of the Board met with company and union separately in an attempt to promote bargaining on the items in dispute. We were again advised by the company that they

would not consider any proposals advanced by the union or the Board of Conciliation. When the company's position was confirmed to the union, they took the realistic position that the report should be released as quickly as possible to permit the matters in dispute to be taken up directly by the parties.

The Board of Conciliation is not in a position to make direct recommendations on items in dispute between the parties, but would recommend that the parties enter into direct negotiations with the release of this report, and at that time, the conciliation services of the Department of Labour be made available to the parties.

All of which is respectfully submitted this 6th day of July 1965.

(Sgd.) T. C. O'Connor,  
Chairman.

(Sgd.) D. Buyers,  
Member.

(Sgd.) M. Tate,  
Member.

### ADDENDUM

I have signed the Report, but wish to emphasize several matters which came before the Board.

The memorandum of agreement signed at the conciliation officer stage was tentative and subject to approval by the union membership. The membership subsequently, unanimously rejected the agreement on the basis of three points: (a) recognition and union security, (b) seniority and work preference, (c) hourly rates for all hours worked. The membership felt that the contract should cover these matters.

The conciliation officer arranged another meeting for further discussion, but no progress was made and a conciliation board was requested by the union.

The company was opposed to a conciliation board and this was evident from the very start of the Board's meeting. The union

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During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of T.C. O'Connor of Toronto. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Buyers and Murray Tate, both of Toronto, nominees of the company and union, respectively.

The report is signed by all three members of the Board but Mr. Tate submitted an addendum. The texts of the report and addendum are reproduced here.

placed arguments before the Board on all points at issue. The requested security clause is now in effect with 87 companies in collective agreement with the union. This clause, the union stated, was a vital issue. The point was made that when all employees are union members it eliminates possibility of discrimination because of membership or non-membership. The union felt that better wages and conditions negotiated by the union should be paid for by all workers enjoying such bargained-for benefits. The dues check-off by the company was also requested.

Regarding seniority and work-preference the union argued that by right of seniority an individual should have the preference to work, provided he can qualify to do the work. Evidence was presented that a number of companies who are under contract and who have tank divisions give senior employees (1) work preference for longest trips, (2) preference for the first five days of the week, (3) preference when there is a work-shortage; provided they take a three-day layoff they can transfer to another department if they qualify.

Concerning hourly rate, the point was made that numerous companies with tanker truck operations are under union contracts in which the following pay schedule prevails: (1) mileage rate for highway operations; (2) straight hourly rate for loading and unloading.

Evidence was given that on occasion drivers were held up because the customer was not ready. It was argued that it was unfair for

the driver to be penalized for this situation.

With regards to money, the union felt that an important factor in requesting 20 cents per hour increase was the excessive protraction of negotiations since the union was certified as bargaining agent on July 14, 1964. The union suggested that procrastination and legal entanglements dogged its steps throughout this period. The union testified that in the last six months, contracts have been negotiated at substantially higher rates than those being paid by the company at present.

A particularly disturbing factor to the writer was the company's absolute refusal to bargain at the Board. The union stated categorically that its position on all issues was flexible and it was prepared to bargain.

At the request of the chairman, the writer discussed the matter with the company representatives and urged them to bargain. I stated that I would do my part to help effect a fair settlement. The answer was a polite but firm No!

The union bargaining committee was obliged to respect the wishes of the membership. To do otherwise would have been a negation of basic democratic principles. The writer believes that the union's proposals were fair, they were supported by sound reasoning, they were negotiable.

They should have received the serious consideration of the Company.

(Sgd.) *M. Tate,*  
Member.

## Canadian Railway Office of Arbitration Releases First Decisions, Nos. 1 to 10

Ten disputes were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on July 5, 6 and 7. The cases were the first heard by the one-man tribunal, Magistrate J. A. Hanrahan, who replaces the Canadian Railway Board of Adjustment No. 1 (L.G., July, p. 597).

The disputes involved the discharge of a conductor for violation of the rule prohibiting the use of intoxicants; claims for payment for deadheading; claim for "run-around" by the assignment to "auxiliary service" of the crew of another subdivision; a claim on the basis of turn-around service by crews switching on a spur line; a claim for miles lost when a conductor was not called; a claim that a way freight assigned to run on a continuous trip was an improper assignment; a claim for payment for two separate trips after backing into a yard because of locomotive fail-

ure; dispute concerning the use of payments in respect of handling trains of a suburban passenger service to make up the monthly guarantee; dispute over the inclusion by the company for work train service en route in making up a minimum day; and payment of trainmen deadheaded to an intermediate point to handle work train service.

Eight of the claims were disallowed. In the two other cases, the arbitrator allowed the claim of the first conductor and crew on the pool board, but disallowed the claims of the following two conductors and crews. In the other case, the arbitrator found that the conductor was entitled to the difference between the amount he was paid and the amount he would have received had he been called.

All the summaries that follow are based on the award of the arbitrator.

Case No. 1—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen over the discharge of a conductor for violation of the rule prohibiting the use of intoxicants.*

When a trainmaster found a conductor of a work train seated at a table in the Canadian Legion Canteen, on which there were bottles and glasses, he withheld the conductor from service. After investigation, the conductor was dismissed for violation of the rule prohibiting the use or possession of intoxicants on the job. The union requested his reinstatement, with compensation for loss of earnings, and the company refused the request.

In his award, the arbitrator examined in detail the evidence produced at the company's investigation of the case. The union in its presentation, the arbitrator said, contended that the official investigation of the case had been improperly conducted in that bias was shown by the officer conducting the investigation. It was further contended that the evidence produced did not corroborate the railway's charges against the conductor.

The arbitrator found that the established procedure for review of proceedings, at such a hearing had been followed. The procedure "provides ample protection to any individual concerned against an improperly conducted hearing," he wrote in his decision. Therefore he could not rule that the decision should be set aside.

The arbitrator said in his award that he had no hesitation in accepting the trainmaster's version of what had occurred. He also said that the three witnesses produced by the company were "impressive witnesses."

Since he agreed with the disciplinary action taken against the conductor for breach of the anti-intoxicant rule, (Rule G) the arbitrator said, it was not necessary to consider a second charge under an operating rule.

The arbitrator found that there was just cause for the disciplinary action taken, and he disallowed the conductor's claim.

Case No. 2—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen about claims for payment for deadheading submitted by various conductors and crews who on various occasions were called to report for duty at one place and released at another.*

On various dates in 1964, conductors and crews were required to report for duty at Symington Yard and released from duty at Winnipeg Station, or vice versa. They submitted claims based on two articles in the collective agreements governing conductors and brakemen.

These articles stated "Conductors in unassigned service held at other than their home terminal longer than 16 hours, without being called for duty, will be paid one-eighth of the daily rate per hour . . . for the first eight hours in each subsequent 24 hours thereafter . . ." and

"For the purpose of applying this rule, the Company will designate a home terminal for each crew in pool freight and unassigned service."

Before April 20, 1961, the union said, deadheading between Transcona and Winnipeg had been paid for by the company. In February 1963 the company had eliminated Transcona, and Fort Rouge, from the list of terminals, leaving Winnipeg as the only terminal in that city. But Winnipeg, the union contended, had never been a terminal for freight crews; and it accused the company of failing to comply with the rule quoted above by failing to add Symington to the list of terminals.

The company stated that with the abolition of Fort Rouge and Transcona as terminals, Winnipeg became the only terminal in Greater Winnipeg under the collective agreement. Fort Rouge and Transcona became additional yards in that terminal, and crews were no longer run out of the two yards.

"As a result of this change, the pay allowances paid those deadheading from the Transcona Yards became obsolete," the company said. But as a result of representations by the union, the company arranged to provide free transportation from Symington Yard to Winnipeg's Union Station when employees were required for duty there. The conductors and crews then began to claim payment for "deadheading" from the Symington Yard to Winnipeg.

The company contended that Symington was part of the Winnipeg terminal, and that the "terminal timerule" provided for payment only for crews who were switching or who were delayed at terminals while on duty. The rule, the company said, did not apply to crews travelling between points within a terminal when not on duty.

"A study of the Deadhead Rule convinces the Arbitrator its provisions clearly eliminate any necessity for payment to 'deadhead' crews, under either rule, prior to the time they are required to report for duty or after they are released from duty at the end of a trip," the award said.

With reference to the union's second claim that the company was obliged under the agreement to declare Symington a terminal, the arbitrator said that he was "convinced the rule relied upon by the Brotherhood was designed to deal with a situation other than that under consideration."

The claim was disallowed.

Case No. 3—*Dispute between Canadian National Railways (Western Region) and Brotherhood of Railroad Trainmen over the claim of three conductors and crews for 100 miles each when they were "run around" by the assignment to "auxiliary" service on their subdivision.*

"Run around" is the passing over for a certain service of an employee who should normally have been called for the work. An "auxiliary" is a special train equipped for repairing and clearing track after a wreck.

On August 3, 1963, a conductor and crew were used in auxiliary service on a certain subdivision to which they were not assigned. Three unassigned freight pool crews to whom work on the subdivision was normally allotted, and who were on the pool board at the time, claimed 100 miles each on the grounds that they had been run around in violation of an article in the collective agreement governing conductors and brakemen. The company refused the claims.

The union contended that, since the violated clause stated that all conductors and trainmen ready for duty who were "run around" would be paid 100 miles for each run around, this meant that all crews on the board were entitled to this compensation.

The arbitrator in his award pointed out that it was "a cardinal rule of interpretation that no instrument should be construed in a manner that would bring about an absurd result . . . . In considering the second paragraph of the clause in question, commencing with the words 'all such conductors/trainmen,' the qualifying words that follow are, in my opinion, of determining importance in deciding the intention of the parties and the purpose of this provision. They are ' . . . ready for duty.'

"Obviously only one crew would be required for the duty in question. If the members of the crew first on the list were ready and were not called, the penalty must be paid them. Those were the employees who were entitled to this special consideration, and those were the ones whose right in that respect had been violated. Their 'readiness' removed those following on the list from immediate consideration."

Considering the obvious purpose of this provision, the arbitrator said, "the plural aspect of the description of the employees" in the clause might be modified, in accordance with a decision of the Supreme Court of Canada that he quoted, "to avoid an otherwise absurd result."

"As admitted by the company, there was clearly a violation of this provision as it concerned the first conductor and crew . . . . They should be paid the penalty provided."

The claims of the other employees were disallowed.

Case No. 4—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen over the claim for payment on the basis of turn-around service by train crews switching on a short spur line.*

Train crews required to perform switching on a certain spur, a distance of 1½ miles from the main line and return, claimed payment for turn-around service under the provisions of an article in the agreement that read in part:

"Trainmen performing turn-around service within a trip, including back-up movement into terminal because of locomotive failure, accident, stalling, etc., will be paid for the actual miles run. The points between which turn-around service is performed, or back-up movement into terminal is made, will be regarded as turn-around points . . ."

The railway refused to make the payment claimed, and the arbitrator in his award said that the issue was the refusal of the company to recognize that movements concerning the placing of cars on a company spur came within the meaning of the term "turn-around service within a trip," used in the quoted article. He added:

To place cars on this spur it is necessary to leave the train at Breton. The cars to be placed are then pushed forward for one and one half miles to the spur. After switching is completed, if cars are brought out, they are brought back to Breton and placed behind the engine before coupling to the train, and the trip is resumed . . . . The company maintained throughout that this operation was merely part of intermediate station switching . . . .

The company maintained that the operation was governed by another article of the agreement than the one cited by the union. This article read:

In all classes of road service, except road switcher and work-train service, when engine is run more than one mile off main track, mileage or hours made, whichever is greater, will be paid for in addition to pay for the trip, and paid for at the rate of class of service performed. A side trip on a branch line shown in the timetable as a subdivision does not constitute running off the main track.

The arbitrator pointed out that throughout the course of negotiations that commenced in 1958 and led to a complete revision of the collective agreement in April 1963, the Brotherhood pressed for a provision that would clearly define this particular operation as a turn-around movement. However, the article cited by the union in support of its claim, was the final outcome of negotiations.

The arbitrator made the point that " . . . the Brotherhood recognized what would be necessary to include an operation of this type into the doubling provisions when they suggested this . . . ."

He said that a study of the agreement convinced him that the article relied on by the company "was designed for the operation in question." Accordingly, he disallowed the claim.

Case No. 5—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen over the claim of a conductor for miles lost when he was not called for a spare passenger trip in December 1962.*

A conductor, regularly assigned in freight service, returned from his annual vacation, booked O.K. to resume service, and informed the calling bureau that he was ready for relief passenger conductor's work. Subsequently, a vacancy occurred to which the claimant was entitled by order of seniority, but a junior man was called.

The conductor claimed 296 miles at passenger rates—the equivalent of what he would have earned on the trip if he had been called—on the ground that the company had violated an article of the agreement that reads: "Conductors on leave of absence will be relieved by the senior suitable conductor desiring same."

The company refused the claim, but paid the conductor 50 miles at through freight rates in accordance with an article that states: "Unassigned crews in freight service will be run first in and first out of terminals. When run-around [passed over] they will be paid 50 miles for each run-around and stand first out."

The joint statement by the company and the union agreed that the conductor was eligible for relief passenger conductor's work at the time of the run-around because he had complied with the relevant article of the agreement.

The company admitted that the claimant had been overlooked through a mistake on the part of the calling bureau. It contended, however, that he had been sufficiently compensated under the article of the agreement it had quoted.

The arbitrator said he agreed with the arbitrator in an earlier case who held that "The measure of the penalty for the violation by the company of [a certain article of the agreement] can fairly be taken to be the extent of the detriment suffered by the crew in each particular case."

Accordingly, he found that the conductor was entitled to the amount he had claimed, viz., the difference between what he had already been paid and what he would have received if had been called for the trip in question, i.e., 221 passenger miles.

Case No. 6—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen, concerning a claim by the trainmen that a way freight assigned to run from Kerrobert to Macklin to Kerrobert to Wilkie on a continuous trip basis is an improper assignment.*

The conductor and crew were the senior applicants for this assignment and, each Tuesday, the day the assignment was bulletined to run from Kerrobert to Macklin to Kerrobert to Wilkie, they submitted a ticket claiming a separate trip from Kerrobert to Macklin and return to Kerrobert, a distance of 93 miles, and another ticket claiming another separate trip from Kerrobert to Wilkie, via Reford subdivision, a distance of 43 miles.

Tickets were submitted claiming separate trips on 15 occasions in May, June, July, August and September 1963. All were reduced by a total of 64 miles on each date, and payment was allowed on the basis of a single trip from Kerrobert to Macklin to Kerrobert to Wilkie as shown in the bulletin.

The brotherhood alleged that the company, in reducing these tickets, violated the provision of Article 17, clause (2) which reads: "Except for Clauses (a), (c) (2), and (j), the provisions of Article 11 apply to way-freight service."

The company's labour relations assistant described as incorrect, the assumption in the brotherhood's presentation that Kerrobert is the home terminal. He claimed it was Wilkie.

The weekly schedule commences on Monday from Wilkie, with Kerrobert the objective terminal; on the Tuesday trip, Kerrobert is the initial terminal and Wilkie the objective terminal. Thursday shows Wilkie as the initial terminal and Lloydminster the objective terminal. Under the bulletin, the company specifies which are the initial and objective terminals of the assignment for each trip.

The company representative said that prior to November 1962, the agreement contained a rule providing for the automatic end of a trip on arrival at a terminal. This rule applied not only to unassigned freight service, but to assigned freight service. Under that provision the company would have had no choice but to agree with the present contention as to the Tuesday run. However, he added, the automatic-end-of-a-trip rule that imposed such a penalty upon the company was eliminated from the collective agreement, so that a trip no longer automatically ended on arrival at a terminal.

The company representative referred to Article 11 (c) (2) which reads: "A crew in unassigned service may be called to make more than one short trip and turn-around out of the same terminal and paid actual

miles, with a minimum of 100 miles for a day provided (1) that the road miles of all trips do not exceed 120 miles; (2) that the road miles from the terminal to the turning point do not exceed 30 miles . . . ." As to the concessions made in this paragraph, he emphasized that the restriction contained in it is only applicable to unassigned freight service and is in no way applicable to way-freight service.

He pointed out also that in Article 42 (a), "Assignments, other than work train, will be bulletined specifying the home terminal, initial and objective terminal for each trip, territory over which assignment is to perform service", a bulletin is contemplated not only when the particular trip leaves the home terminal, but also the initial terminal. It is required for each trip. Wilkie being the home terminal, it would require a special bulletin for the Tuesday run, when Kerrobert becomes the initial terminal, and Wilkie the objective terminal for that particular trip.

Once the trip is bulletined, then the article applicable to way-freight service comes into effect: "road miles will be the distance from the outer main track switch or designated point at the initial terminal to the outer main track switch or designated point at the final terminal. Road time will commence when payment for initial terminal time stops and will end when payment for final terminal time begins."

The arbitrator found that a study of the submissions led to the conclusion that the foundation for a successful decision in the claim was removed with the deletion of the automatic-end-of-trip rule. Other language would be required to qualify the general scope of Clause (a) Article 42. The parties would have to agree that the terms now used in that provision, requiring a bulletin specifying the initial and the objective terminals for each trip, would not include a trip such as that under consideration—namely, going forward in one direction, reversing course back to the initial terminal, and then going forward in another direction to the objective terminal. The mere description of what would be necessary brings into focus the negotiating task remaining.

It is not unusual to find, in a collective agreement, provisions designed for a general purpose, that cannot, by interpretation, be adjusted to fit a special situation not specifically included. Nothing can be added to or subtracted from the collective agreement under consideration. That is why such agreements, as well as Act of Legislatures, have to be constantly amended.

For these reasons the claim was disallowed.

*Case No. 7—Dispute between Canadian Pacific Railway Company (Eastern Region) and Brotherhood of Railroad Trainmen over the claim of trainmen for payment for two separate trips between Trenton and Toronto when required to back into Trenton yard because of locomotive failure.*

A conductor and crew were ordered out of Trenton for Toronto with diesel units. Near Belleville subdivision, a diesel unit failed. The train was backed into Trenton yard, the unit was replaced, and the train continued to Toronto.

After the train had backed into Trenton yard, the conductor booked "in", indicating "off duty" and "on duty" at the same time. Subsequently he submitted one wages claim covering the initial terminal time at Trenton, plus a minimum day from the time on duty until the train backed into the yard, and an additional claim for initial time and miles between Trenton and Toronto. The claims were denied.

The Brotherhood alleged that the company violated a clause of the collective agreement when it required the conductor to take his train through from Trenton to Toronto on the basis of a continuous trip. In disallowing the claim, however, the arbitrator stated he was convinced that the language of the agreement was too general to specifically cover the situation.

"It is clearly the company's prerogative to first declare whether the call is for straight-away or turn-around service," he said. "Of governing importance is an analysis of this provision, and its applicability to the situation being considered, are the words that follow 'such notification will not be changed' . . . . This prompts the question 'changed to whom?' The only reasonable interpretation would be by the authority originally describing the service.

"Then consider the lack of specifics as to the extent or nature of 'circumstances required' before that authority might exercise the right to make such a change. Certain examples of possible circumstances are given, including 'locomotive failure'. The difficulty is in the language used.

"One of these suggested happenings does not automatically result in the type of service originally described as being changed. 'Such notification will not be changed'—implying a decision to change, not an automatic happening, and then only 'when necessitated by circumstances which could not be foreseen.'

"Both sides admitted this was not the most suitable test for the section in question."

In disallowing the claim, the arbitrator declared that the first paragraph of the article would require considerable rewording to "indicate that an engine failure, resulting in

any backward movement, no matter how short a distance, in a run originally called as straight-away, would automatically change such a trip to turn-around, particularly as in this case when, after a short delay, the trip continued to the original terminal. This intention, in my opinion, is not indicated by the language used."

Case No. 8—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen over the use of payments to trainmen for handling empty cars between Windsor Station, Montreal, and Glen Yard to make up the monthly guarantee of work to the men.*

On certain assignments in suburban passenger service in Montreal, the company was including payments to trainmen for handling drafts (empty cars) in making up the monthly guarantee of work. The union disputed the company's right to do this.

The arbitrator said in his award: "This problem arises from the company's contention . . . that the work of handling drafts . . . between Windsor Station, Montreal, and Glen Yard is work incidental to the service of trainmen in such an assignment, and therefore the time so paid should be used to the extent necessary to make up the monthly guarantee, as called for" in the following article of the agreement:

"Regularly assigned passenger trainmen who are ready for service the entire month, and who do not lay off of their own accord, shall receive the monthly guarantee provided for in . . . including overtime earned and pay for work incidental to the service of their own assignment, if any, for the calendar month."

The union, however, contended that the handling of drafts could not be considered "incidental to an assignment" when that service was paid for on the special basis provided for in the following article of the agreement:

". . . Trainmen while under continuous time pay in their regular day's assignment, when required to handle drafts will be paid at their overtime rate for actual time occupied in handling of drafts . . ."

The union contended that the use of the term "overtime rate" in this article was a misnomer, and that it had no relation to the reference to "overtime earned" which was intended to mean "regular overtime," as defined elsewhere in the agreement.

The arbitrator agreed, but this finding, he said, did not "exclude application of the words in that provision—'. . . and pay for work incidental to the service of their own assignment'—in computing the monthly guarantee. It was conceded these trainmen are regularly required to handle drafts. The fact that their representatives deemed it necessary

to negotiate a premium rate of pay for them 'when required to handle drafts,'" indicates a recognition that such work is 'incidental to the service of their own assignment'. Lacking a negotiated definition, the word 'incidental' should be given its ordinary dictionary meaning, namely, 'liable to happen'."

For these reasons the arbitrator disallowed the claim.

Case No. 9—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen about the inclusion by the company of payments for work train service enroute in making up a minimum day.*

The union disputed the company's practice of including pay for work referred to in the following article of the agreement in making up a minimum work day:

"Trainmen will be paid for work or wreck train service enroute when time occupied exceeds one hour, and time so paid for will not be included in computing overtime."

The brotherhood contended that pay for the work in question should be considered as a negotiated premium that should be paid over and above the basic day's wages. The statement that the time spent on such work should not be used in computing overtime was cited by the union in support of this contention.

The company contended that there was nothing in the agreement that supported the union's theory that such payments could not be used to make up a minimum day when required.

In his award, the arbitrator said that, to sustain the union's claim, words would have to be added to the disputed clause. "To give effect to the brotherhood's reasoning, the clause would have to contain a qualifying provision such as, 'Time so paid shall not be used to make up a minimum day.' That intention does not appear even by inference.

"There is an existing benefit in the language used . . . namely that, in the event the actual miles run amount to 100, there can be added any time used in work train service enroute. In its present form, that is the extent of the benefit negotiated in . . ."

"For these reasons this claim is disallowed."

Case No. 10—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen over the payment of trainmen deadheaded to an intermediate point to handle work train service.*

A conductor and a trainman were ordered at Montreal to deadhead to Fasset to man a crane, the work to start at 7 a.m. the next day. They left Montreal at 5.35 p.m. and

arrived at Fasset at 7.30 p.m., and on arrival were put off duty until required for work the following morning.

The men submitted a claim for pay for continuous time from the time they left Montreal on one day until finished work at 3.45 p.m. the next day. The company paid them for 100 miles at the deadheading rate, and paid them separately for the time they put in on work train service.

The union disputed the company's right to put the crew off duty after arrival at Fasset and not begin their work train service pay until the next morning.

An article of the agreement was quoted that read in part:

"Trainmen required by the company to deadhead to an intermediate point and going from such point to a terminal in service, or going into work train service for the balance of the day, or vice versa, will be paid for the combination deadheading and working service as follows:

"When deadheading precedes working service, the deadheading payment will be continuous from time ordered for until working service actually begins; when deadheading follows working service, payment for working service will continue until deadheading commences. When deadheading and working service is combined in a continuous tour of

duty, not less than a minimum day at the highest rate applicable in the combination will be allowed.

"For deadheading other than between terminals, and when combination service is not performed, the compensation for such deadheading shall not be less than a minimum day."

The arbitrator said that a study of the article quoted above showed that it provided "for both deadheading in combination with other working service as well as straight-away deadheading. From the facts disclosed, it is clear these particular employees did not perform combination service as described in the first and second paragraphs of [the article]."

"They were ordered, not to a terminal but to an intermediate point. This, in the opinion of the arbitrator, was therefore a straight deadheading, other than between terminals, for which the third paragraph of [the article] was designed and agreed to by the parties. For the two hours taken for the trip they were paid a minimum day of 100 miles. When they commenced their actual work service the following day, there is no dispute they were paid on the proper basis for such duties . . . .

"In the opinion of the arbitrator, a proper interpretation was placed by the company upon [the article] in applying it to the employees in the circumstances related.

"For these reasons this claim must be disallowed."

## Council of Nurses Elects First Canadian President

The International Council of Nurses, at its Quadrennial Congress in Frankfurt, Germany, in June, elected a Canadian president for the first time—Alice Girard, R.N., B.Sc., M.A.

Miss Girard, dean of the Faculty of Nursing at the University of Montreal, who served as president of the Canadian Nurses Association from 1958 to 1960, received her initial nurse's training at St. Vincent de Paul Hospital, Sherbrooke, Que. She later attained a

certificate in public health nursing from Toronto University, a B.Sc. from Catholic University, Washington, D.C., and an M.A. from Columbia University, New York.

The International Council of Nurses—comprising nursing associations from 58 countries—includes among its chief aims the maintenance of high standards of nursing education, service and professional ethics.

# Legal Decisions Affecting Labour

*Saskatchewan court quashes arbitration award, Ontario court rules that arbitration award is not reviewable on certiorari*

In Saskatchewan, the Court of Queen's Bench ruled that, when the provisions regarding arbitration of grievances contained in a collective agreement do not state expressly that a majority decision of the arbitrators is binding, then such provisions should be interpreted to the effect that the award is valid only when arrived at by a unanimous agreement of all arbitrators.

In Ontario, the High Court ruled that, when a specific question of law is referred to arbitrators appointed under a collective agreement, the decision of the board is not reviewable on *certiorari* even if the court was of the opinion that the award was erroneous. Only when a question of law decided by the arbitration board was incidental to deciding the whole matter submitted to it could the court set aside such an award on the ground of an error of law apparent on the face of the award.

## Saskatchewan Court of Queen's Bench

**... quashes arbitration award because under the agreement only unanimous decisions valid**

On February 25, 1965, Chief Justice Bence of the Saskatchewan Court of Queen's Bench set aside an arbitration award on the ground that a three-man arbitration board under a collective agreement that did not provide for a majority decision could give a valid decision only if the arbitrators were unanimous.

Western Clay Products Ltd. and Local 214 of the United Glass and Ceramic Workers of North America had a collective bargaining agreement between each other. On June 1, 1964, an employee of the company was dismissed, allegedly for cause.

In order to settle the dispute, the grievance procedure under the collective agreement was used and eventually resulted in the setting-up of an arbitration board to consider the grievance.

Articles 11.02 and 11.03 of the collective agreement, which dealt with arbitration, contained the following provisions:

11.02 Any grievance that cannot be settled between the company and the union after the third step may be referred to an Arbitration Board. The Company and the Union shall each appoint within ten (10) days after the notice of intent a member to the Board of Arbitration,

who shall endeavour to agree on a third member who shall be Chairman. If they fail to agree on a third member, they shall request the Minister of Labour, Province of Saskatchewan, to select such a chairman.

11.03 The Arbitration hearing shall be conducted promptly. The decision of the Arbitration Board shall be final and binding upon the parties. However, the Board shall not have the power to add to, subtract from or modify any of the terms of this Agreement, or any agreement supplemental thereto, nor to pass upon any controversy arising from any demand to increase or decrease any wage rates, excepting as provided in Article 17 of this Agreement. The fees and expense of the arbitration shall be borne equally by the Union and the Company and each party shall pay its own additional expenses of such arbitration.

The statement of grievance submitted for arbitration read: "Dismissed by Foreman, Angel, for unjust cause." The settlement desired by the union was that "the company reinstate F. C. Terry will full loss of pay."

After the hearing before the arbitration board, three statements were signed, one by the chairman and the representative of the company together, one by the representative of the company alone, and one by the representative of the union alone. Mr. Justice Bence then made the following interpretation.

The net result of these statements is that:

1. The chairman and the representative of the union agree that the dismissal was wrongful;
2. The representative of the company found that the discharge of the employee was justified;
3. The chairman and the representative of the company agreed that "We believe that the question of reinstatement is not one of the matters open to arbitration and the only jurisdiction of the board is to decide whether the dismissal was or was not wrongful and, if wrongful, then as to the amount of damages."

The union applied to the court for an order pursuant to S. 11 of the Saskatchewan Arbitration Act, remitting to the reconsideration of the arbitrators the matters referred to them or, in the alternative, for an order pursuant to S. 12 of the Arbitration Act, setting aside the award on the following grounds:

- (1) That the award is bad on its face in that it states therein and applies a principle of law which is erroneous and in particular in that the award states and relies upon the proposition that the Arbitration Board had no power of jurisdiction to order reinstatement of the dismissed employee or to deal with the question

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of such reinstatement, when such proposition is wrong in law and contrary to the provisions of the collective bargaining agreement pursuant to which the submission was made.

(2) That the award does not deal with all of the matters referred to the arbitrators for decision in that the grievance referred to arbitration dealt not only with the dismissal of the employee in question but the failure of the employer to reinstate the said employee to his position of employment and his seniority position, and the failure of the employer to compensate the employee for time lost.

(3) That the arbitrators exceeded their authority in that the award is based upon a modification of the terms of the collective bargaining agreement pursuant to which the submission was made when such modification was expressly prohibited by the terms of the submission.

The Chief Justice, after examining the collective agreement, came to the conclusion that the board of arbitration had the right to determine whether or not an employee had been unjustly dismissed and, if so, whether he was entitled to reinstatement with compensation for time lost, if any.

Counsel for the company took the position, however, that the Board had not made a decision as contemplated under the provisions of the agreement. His contention was that the words "the decision of the arbitration board" meant all the members and not just a majority thereof.

Section 6 of the Arbitration Act provides that "A submission, unless a contrary intention is expressed therein, shall be deemed to include the provisions set forth in Schedule A, so far as they are applicable to the reference." And Schedule A, para. 11, is: "The award to be made by the arbitrators or by a majority of them or by the umpire shall be final and binding on all the parties claiming under them respectively."

The company claimed that this paragraph of Schedule A referred to three separate bodies by which an award may be made and that one must look to the agreement to ascertain which one was applicable, namely, all the arbitrators, the majority of arbitrators, or the umpire. In so far as the agreement did not provide for a majority decision's being binding, it was submitted that there could be a proper decision only if it was unanimous.

In *Re Juravsky and Gorenstein* (No. 2) (1956), 17 W.W.R. 558, Chief Justice Williams of the Manitoba Court of Queen's Bench held that, under the provisions of the Manitoba Arbitration Act, which are similar to those of Saskatchewan, when no provision had been made that a decision of the majority would be binding, the award must be set aside only when two of the three arbitrators signed it.

Mr. Justice Bence, in the case at bar, was fully in accord with the reasons and the conclusions Chief Justice Williams arrived at. Consequently, he set aside the award on the

ground that it was not arrived at by a unanimous decision of all three arbitrators. *Western Clay Products Ltd. v. United Glass and Ceramic Workers of North America, Local 214*, (1965), 50 D.L.R. (2d) Part 1, p. 84.

## Ontario High Court . . .

. . . rules arbitrators' decision on referred question of law not reviewable on certiorari

On January 13, 1965, Mr. Justice Jessup of the Ontario High Court in *certiorari* proceedings ruled that the court could not interfere with a decision of a board of arbitration appointed under a collective agreement to construe a provision of the agreement, since a specific question of law was referred to arbitration.

An arbitration board appointed under a collective agreement entered into between the International Nickel Company of Canada Limited and the United Steelworkers of America rendered an award dated August 13, 1964, in which the board dismissed the grievance of three grievors and held that the company had not violated paragraph 11.02 of the collective agreement.

The union applied to the court, on *certiorari*, to quash the award on the ground that there was an error of law on the face of the award, in that the Board placed upon paragraph 11.02 of the collective agreement an interpretation which that clause could not possibly bear.

The grievors were three day workers employed by the company as electrician helpers. The day workers' hours of work were from 8:00 a.m. to 4:30 p.m. Paragraph 11.02 of the collective agreement reads in part: ". . . Day workers shall be given a lunch period of one-half ( $\frac{1}{2}$ ) hour in each day but such period shall not be considered as time worked."

The company also employed electricians who were known as shift workers. The shift workers worked from 8:00 a.m. to 4:30 p.m. and the collective agreement did not provide for any lunch period for them. They were expected to have their lunch at such intervals or breaks during their working hours as available.

The three grievors were assigned as helpers to shift workers classified as electricians. Their grievances were that, on occasion, their lunch periods were interrupted when the shift electricians to whom they were assigned were required to do work and they were required to work along with them, notwithstanding the fact that they had begun to eat their lunch.

The contention of the grievors was that the sentence from paragraph 11.02 of the collective agreement (quoted above) should be

construed as if it read, "shall be given a lunch period of a continuous one-half ( $\frac{1}{2}$ ) hour," or as meaning, "shall be given a lunch period of an uninterrupted one-half ( $\frac{1}{2}$ ) hour."

The arbitration board found that "on the evidence in this case these day workers were given a lunch period in accordance with this sentence. The Agreement does not state that they shall be given *one* lunch period. There is no reason to conclude that the word 'a' has the same meaning as the word 'one'."

Mr. Justice Jessup made the following comments with regard to this part of the board's decision:

It appears therefore that notwithstanding how many interruptions there were during a day worker's lunch period, the Board would have concluded that there was no violation of the Agreement so long as the day worker, during the day, was given 30 minutes to eat. In the result it would seem to follow that in this interpretation a day worker who was for instance interrupted every five minutes to perform some task, yet during the day managed between his work 30 minutes to eat his lunch, would be considered to receive "a lunch period" within the meaning of the Agreement.

In my respectful opinion, the language of the Agreement could not reasonably bear the interpretation placed upon it by the Board.

Mr. Justice Jessup added, however, what was referred to the board of arbitration was a specific question of law, the substance of

which was, "what is the correct interpretation of paragraph 11.02 of the collective agreement?"

Then Mr. Justice Jessup noted that, in *Re Canadian Westinghouse Co. and United Electrical, Radio and Machine Workers of America, Local 504* (L.G. 1962, p. 452), the Chief Justice of the High Court observed the division of the authorities between the line of cases where a specific question of law is referred to an arbitrator and the line of cases where the question referred may require a decision on a question of law which is incidental to deciding the whole matter. On that occasion, the Chief Justice pointed out that, where a specific question of law is referred to an arbitrator, the Court cannot set aside the decision of the arbitrator because his decision may be erroneous. Only when a question of law is incidental to deciding the whole matter can an award be set aside because of an error of law apparent on the face of the award.

In the case at bar, as a specific question of law was referred to the board of arbitration, Mr. Justice Jessup concluded that he was not at liberty to quash the arbitration award.

The application to quash the award was dismissed. *Regina v. Bigelow et al., Ex parte Sefton*, (1965) 50 D.L.R. (2d) Part 1, p. 38.

## Recent Regulations under Provincial Legislation

*Quebec issues a minimum wage order for the shoe industry; new trades are designated in Alberta and British Columbia*

In Quebec, a minimum wage order for the shoe industry set rates on an occupational basis with zone differentials.

The cooking trade was designated an apprenticeable trade in British Columbia, and the heavy duty repair trade was brought under the Alberta Tradesmen's Qualification Act.

### Alberta Tradesmen's Qualification Act

New regulations under the Alberta Tradesmen's Qualification Act gazetted on May 31 as Alta. Reg. 266/65 made some changes in the list of designated trades.

The trade of a heavy duty mechanic has been added, which means that it is now compulsory for persons in this trade to hold a certificate of proficiency.

Another change is that the trade of construction electrician has been designated in place of that of electrician.

### British Columbia Apprenticeship and Tradesmen's Qualification Act

In British Columbia, the cooking trade was brought under the Apprenticeship and Tradesmen's Qualification Act by B.C. Reg. 96/65, gazetted June 24.

### Newfoundland Minimum Wage Act

In Newfoundland, hospitals, sanatoria and nursing homes have been exempted until April 1, 1966 from the order for the hotel and catering industry fixing a maximum charge of 25 cents for meals. There is no change in the minimum wage, which remains 70 cents an hour for men and 50 cents for women.

The new regulation, Nfld. Reg. 56/65, was gazetted on June 22.

## Quebec Minimum Wage Act

In Quebec, a minimum wage order for the shoe industry, Order No. 7, 1965, was gazetted on July 10, to remain in force until April 30, 1966. Previously this industry was governed by a decree under the Collective Agreement Act, which expired on June 30.

The standards set in the new order with respect to regular hours, overtime pay and vacations are higher than those in the general order and in other occupational orders. The new order also requires the payment of a premium rate for work on specified holidays, a provision not contained in other Quebec minimum wage orders.

Employees in this order are divided into six categories—pattern makers; employees in the cutting, sole leather, lasting, making and finishing departments; employees in the sewing department; foremen and assistant foremen; office workers, and employees not included in the other groups.

For purposes of this order the province is divided into three zones—Zone I, which comprises the Island of Montreal and the territory within a five-mile radius; Zone II, which comprises Quebec City and the area within a five-mile radius; and Zone III, which covers the rest of the province.

In addition to the zone differentials, the new order sets both hourly and piecework rates for most classifications, with lower minimums for apprentices. Rates are slightly higher than those previously in effect under the decree.

The minimum for office workers is 85 cents an hour in Zone I and 80 cents in Zone II and Zone III. During a 30-day probationary period, the minimum for office employees is 75 cents an hour in Zone I and 70 cents in Zones II and III. The decree did not set special rates for these employees, but stipulated that, except for vacation pay, they were entitled to the minimum wages set in orders of the Minimum Wage Commission. This meant that the minimum previously payable to these employees was 70 cents an hour in the Montreal area and 64 cents elsewhere.

Rates are based on a regular work week of 45 hours, and all employees except foremen must be paid time and one-half the regular rate for hours worked in excess of the weekly limit.

Double time must be paid for work on any of the following six holidays: New Year's Day, January 2, Saint John the Baptist Day, Canada Day, Labour Day and Christmas Day.

Every employee in the shoe industry is entitled to an annual vacation of two weeks, to be taken in the second and third weeks of July, with vacation pay equal to 4 per cent of wages for the 12-month period beginning May 1 and ending April 30 preceding

the vacation. An employer who, without a previous authorization from the Commission, requires employees to work during the vacation period must pay them double the regular rate for all time worked, plus vacation pay.

An employer may give office employees, watchmen and stock room employees their vacation between June 1 and September 1, provided he sends a copy of the vacation list for these employees to the Commission before May 1 each year. If an employer does not give these employees their vacation during this period, he must pay them double time plus vacation pay.

The order sets out the conditions under which homework may be performed. Hand sewing of certain types of shoes may be done at home at the prescribed piecework rates. Lacing and similar operations may be carried on with the approval of the Commission, subject to the following conditions.

The employees must be included on the employer's pay list, and the homeworkers must be paid the same hourly or piecework rate as factory workers. They are also entitled to vacations and other benefits provided in the order. If any piecework is done in the home that is not done in the factory, an inspector must check to see if the rate being paid is the equivalent of the minimum wage prescribed by the order. All goods must be transported at the employer's expense.

All employers in the shoe industry must send a written report to the Commission each month, giving the name and address of each employee, his qualifications and classification and the number of hours worked during each week of the reporting period.

Wages are to be paid in cash or by cheque once a week.

An employer must fill out an employment sheet for each new employee during his first week of work, giving the type of work assigned to him, his wage rate and classification and whether paid by the piece or by the hour.

## Saskatchewan Apprenticeship and Tradesmen's Qualification Act

Amendments to the regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act reduced the minimum number of hours of work required for a certificate of journeymen's status in the cooking trade from 10,000 to 8,000 hours, including time credits for appropriate trade training.

Another amendment revised the scale of weekly allowances payable to apprentices attending full-time classes. The allowance for single apprentices is \$18 a week for those at home and \$25 for those away from home. Married apprentices are to receive \$36 a week if living at home, and \$50 a week if away from home.

# Monthly Report of Placement Operations of the National Employment Service

*Number of placements was 10.1 per cent lower than July 1964 total and a decrease of 1.5 per cent from average for July in previous five years due to reduction in casual replacements*

Placements of workers by local offices of the National Employment Service in July numbered 111,400. This was 10.1 per cent lower than the total in July 1964, and a decrease of 1.5 per cent from the average for July in the previous five years. (July had one less working day than July 1964). While this accounted for a portion of the overall decrease, the main factor was the reduction in the number of casual placements effected (where the employment is not expected to last more than six working days).

The regional distribution of July placements, and the percentage change from July 1964 were:

Atlantic .....	8,100	+ 8.4
Quebec .....	22,400	-19.0
Ontario .....	36,200	-10.0
Prairie .....	23,000	no change
Pacific .....	21,700	-14.9
CANADA ....	111,400	-10.1

Regular placements (those with an anticipated duration of more than six working days, and which do not involve the movement of workers from one area to another) totalled 72,400, a decrease of 4.8 per cent from July 1964. However, the ratio of regular placements to all placements increased from 61.4 per cent in July 1964 to 65.1 per cent this year.

The cumulative total of all placements from January to July 1965 was 673,400, an increase of 1.7 per cent over the same period in 1964. This is the record highest figure for the period since 1945.

The regional distribution of cumulative totals, and the percentage change from 1964 were:

Atlantic .....	49,200	+ 2.8
Quebec .....	179,900	- 5.3
Ontario .....	229,300	+ 3.2
Prairie .....	127,700	+ 3.8
Pacific .....	87,400	+10.6
*CANADA ....	673,400	+ 1.7

Male placements totalled 73,300, a decrease of 10.1 per cent from July 1964. Quebec, Ontario and Pacific regions recorded decreases. The reductions occurred mainly in casual placements of men, especially in the agriculture and transportation sectors.

The regional distribution of male placements, and the percentage change from 1964 were:

	July 1965	Jan.-July 1965
Atlantic	5,300 + 6.6	33,900 + 2.2
Quebec	16,100 -17.6	131,700 - 4.5
Ontario	22,600 -14.0	154,800 + 4.6
Prairie	16,700 + 1.6	90,200 + 5.3
Pacific	12,500 -12.1	57,300 +18.3
*Canada	73,300 -10.1	467,900 + 3.2

Female placements amounted to 38,000, a decrease of 9.9 per cent from July 1964. Decreases were recorded in all regions, with the exception of the Atlantic.

The regional distribution of female placements, and the percentage change from 1964 were:

	July 1965	Jan.-July 1965
Atlantic	2,800 +12.0	15,300 + 4.0
Quebec	6,300 -22.4	48,200 - 7.3
Ontario	13,500 - 2.4	74,400 + 0.5
Prairie	6,200 - 4.2	37,500 + 0.3
Pacific	9,200 -18.4	30,100 - 1.5
Canada	38,000 - 9.9	205,500 - 1.5

Placements involving the movement of workers from one area to another totalled 3,900. This was a decrease of almost 1,000 from July 1964. The proportion of such transfers to total placements decreased from 4.0 per cent in 1964 to 3.5 per cent in 1965.

Transfers-out, by region, were:

Atlantic .....	400
Quebec .....	1,100
Ontario .....	1,300
Prairie .....	500
Pacific .....	600
CANADA .....	3,900

Employers notified local offices of the National Employment Service of 139,600 vacancies during July 1965, a decrease of 7.3 per cent from July 1964. However, this figure is an increase of 13.7 per cent over the average for July in the previous five years. Vacancies for male workers at 91,100, decreased by 6.6 per cent, and female vacancies totalled 48,500, a decrease of 8.5 per cent from the July 1964 totals. The cumulative total from January to July was 885,300. This was an increase of 4.2 per cent over the corresponding period in 1964, and the highest number recorded for any comparable period since 1947.

\* Imbalances are the result of rounding.

# Monthly Report on Operation of the Unemployment Insurance Act

*At the end of June, there were 21 per cent fewer benefit claimants than on May 31 and 10 per cent fewer than at the end of June 1964. Main reduction was among male claimants*

Claimants for unemployment insurance benefit on June 30 numbered 180,700 which was nearly 50,000 or about 21 per cent less than the total on May 31; and about 20,000 or 10 per cent below the total a year earlier.

The decline from both the previous month and the previous year was chiefly accounted for by a reduction in the number and proportion of males. The number of male claimants on June 30 was 106,000 which was 21,000 fewer than the total a year earlier; but the number of female claimants on that date showed no reduction compared with the previous year.

This trend has become more marked during the past 18 months, and is to be attributed to a greater increase in the demand for male, than for female labour. On June 30, female claimants at 75,000 had decreased by only 3,000 during the month. Males, on the other hand, decreased from 151,000 to 106,000 during that time.

Among the reasons for the greater reduction in the number of male claimants are the more rapid expansion in durable goods manufacturing than in the non-durable goods section, and the end of wintertime unemployment, which affects males more than females.

## Initial and Renewal Claims

There were 72,000 initial and renewal claims during June, compared with 86,800 a year earlier. In May the total was 93,300.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 152,800 for June, 324,300 for May and 155,500 for June 1964.

Benefit payments amounted to \$16,200,000 in June, \$31,700,000 in May and \$16,500,000 in June 1964. The sharp decline during June in both the number of beneficiaries and the amount paid is due to the ending of seasonal benefit payments.

The average weekly payment was \$24.14 in June, \$24.40 in May and \$24.17 in June 1964.

## Insurance Registrations

On June 30, insurance books or contribution cards had been issued to 4,208,048 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 340,944, a decrease of 1,353 since May 31.

## Enforcement Statistics

During June, 9,864 investigations were conducted by enforcement officers across Canada. Of these, 6,568 were spot checks of claims to verify the fulfilment of statutory conditions, and 763 were miscellaneous investigations. The remaining 2,533 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 245 cases, 84 against employers and 161 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 889.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled \$31,644,007.71 compared with \$30,743,561.80 in May, and \$31,472,754.53 in June 1964.

Benefits paid in June totalled \$16,329,491.12, compared with \$31,697,100.37 in May, and \$16,537,795.84 in June 1964.

The balance in the fund on June 30 was \$38,036,006.82, compared with \$22,721,490.23 on May 31, and a *debit* balance of \$15,723,485.24 on June 30, 1964.

\* These do not necessarily relate to the investigations conducted during this period.

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A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2484, May 6, 1965

**Summary of the Main Facts:** The question for the Umpire to decide is whether the claimant's benefit rights were determined in accordance with the provisions of the Act.

The claimant filed an initial application for unemployment insurance benefit on March 11, 1963, and a benefit period was established effective March 10, 1963. He had worked as a sectionman for the Canadian Pacific Railway and on March 8, 1963, he was laid off because of lack of work. He returned to his employment with the railway company on March 11, 1963, and worked until December 31, 1963, when he was again laid off because of a shortage of work. He filed a renewal application for benefit on January 3, 1964, and was paid nine weeks benefit on that claim from January 5, 1964, to the date of expiry on March 7, 1964. He filed a new application for benefit (Form UIC 529A) and a new benefit period was established effective March 8.

As the claimant filed his new application for benefit on March 8, only contributions recorded to his credit in the previous 52 weeks were counted in determining his entitlement to benefit. The contribution records showed that there were 42 contribution weeks in this period and using the formula of one week of benefit for each two contribution weeks, the duration of benefits was calculated at 21 weeks.

The claimant's lawyer wrote to the local office on August 18, and pointed out that the claimant had been paying into the Unemployment Insurance Fund since he commenced work with the Canadian Pacific Railway in 1940, and that the claimant felt he was entitled to benefit for a period of one year after retirement. The lawyer asked that the matter be reviewed. In view of the letter, the insurance branch supervisor wrote to the claimant on August 21, and explained why he was only entitled to 21 weeks benefit from the date he filed his new claim on March 8, and that when he exhausted his entitlement to benefit his claim terminated. It was pointed out that there was a common misunderstanding that claimants were automatically entitled to 52 weeks benefit, whereas the rule is that not more than 52 weeks' benefit can be paid, and that only entitlement as is determined by the contribution history can be paid within that 52-week period.

The claimant's lawyer wrote to the insurance branch supervisor on September 22, and referred to the latter's letter to the claimant dated August 21. The lawyer requested that

the particulars contained in his letter of September 22 regarding the claimant's claim for benefit be considered by the insurance branch supervisor. The insurance branch supervisor replied to the lawyer by letter dated October 13, stating that the claimant's case was referred to the regional office in Winnipeg for a recheck of payments made to the claimant on his claim established March 10, 1963. The remainder of the reply reads:

... We are now advised that, although he did not receive benefit at the time he made application, he did file a renewal claim effective December 29, 1963, and was paid nine weeks of benefit from January 5 to March 7, 1964, at which time the claim automatically expired. In view of the fact that he received benefit on this claim it was not possible to cancel the claim and, as a result, only the contribution weeks made since the commencement of that claim could be counted in determining his entitlement to benefit in his claim of March 8, 1964.

In view of the above, the entitlement granted to [the claimant] in his claim of March 8, 1964, was correct.

We regret that our reply cannot be more favourable.

The lawyer, in acknowledging receipt of the letter of October 13, stated that the regional office's decision had caused an unnecessary hardship in that the claimant was caught "in the web of rules regarding operation of the fund". He asked that his letter be treated as a notice of appeal to a board of referees.

A board of referees heard the case on November 26, 1964. The board's decision reads:

... [the claimant's lawyer] submitted that the claimant was caught in the web of rules and regulations and that the Commission is correct. However, according to him, the regulations should be tampered with whenever they create hardship. The board feels that it does not make the rules but only applies them.

Therefore the majority of the board would dismiss the appeal.

The dissenting member of the board of referees stated:

I find myself in disagreement with my colleagues because the application filed on March 11, 1963, should have been declared void, because on the day that the initial application was made, the applicant was called back to work.

While the letter of the law may dictate otherwise, I believe that an injustice is perpetrated because on March 11, the applicant, because of being re-employed, could not have made a valid claim for benefit. Because of his immediate re-employment, the benefit period established on March 10, to all intents and purposes, was never consummated and, therefore, should have been termed as not to have commenced.

The subsequent claim made on January 3, 1964, should have been declared a new application for benefit, because of my belief that the application of March 11, 1963, should have been declared void.

The facts in this case would indicate that the applicant contributed continuously from March, 1961, to the end of December, 1963, to the Unemployment Insurance Fund, during which time he would have no valid claim for benefit despite the fact that a benefit period was established.

The claimant appealed to the Umpire on January 5, 1965, and stated:

1. The benefit period established as of March 10, 1963 should have been regarded as not having commenced (Sec. 46(4) Unemployment Insurance Act, R.S.C. Ch. 50) for the reason that the claimant returned to work the day after applying for establishment of a benefit period.

2. There being no onus on the claimant to apply to have the period regarded as not having commenced, it is submitted that the onus was on the Unemployment Insurance Commission to have made this finding, particularly in view of the passage of time before the reap- plication by the claimant for benefit.

3. Having consideration to the preceding submission, the application of the claimant in December 1963 should have been considered an application to establish a new benefit. It is submitted that the claimant was not negligent in not discovering that his application in December was being treated as a renewal rather than an application for a new benefit period. It is submitted that there is no onus on the claimant to satisfy himself that the Unemployment Insurance Commission is not interpreting and employing the provisions of the Statute for the fullest benefit to the claimant.

4. The application of the claimant in December 1963 should be treated as the application for establishment of a new benefit period. The benefits payable to the claimant on the basis of this being a new benefit period should be assessed on that basis.

In a statement of observations dated February 18, 1965 for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission, said:

1. The basic contention of the claimant's solicitor on behalf of the claimant is that the benefit period established effective March 10, 1963 should have been adjusted later so that the claimant could have possibly obtained a longer duration. In this connection the claimant contends that his true benefit period should have commenced only as from his renewal application for benefit filed on January 3, 1964.

2. According to section 45 of the Act a benefit period is established in respect of an insured person who has the required contributions, upon the making of a claim for benefit by such person. The claimant interested in this appeal did make a claim for benefit on March 11, 1963, and a benefit period was consequently properly established in respect of him as from the week of his claim.

3. Where a benefit period has been established in respect of an insured person it may be cancelled under certain circumstances as provided by Regulation 151. These circumstances are that no benefit was paid or payable in respect of that benefit period. In the present case benefit was payable and was paid for nine

weeks in respect of the benefit period that extended from March 10, 1963 to March 7, 1964, and this benefit period cannot be cancelled.

4. As the claimant's benefit period that was established effective March 10, 1963, was not one that could be cancelled as provided by Regulation 151 it, therefore, follows that the benefit entitlement in connection with the subsequent benefit period, that was established effective March 8, 1964, had to be computed in accordance with section 48(1)(b)(ii) of the Act. According to section 48 a claimant, having satisfied the qualifying conditions, is entitled to receive one week's benefit for every two contribution weeks in the 104 week period immediately preceding the commencement of the benefit period with a maximum of 52 weeks benefit. However, if as in the present case, there was a previous benefit period, within the 104 weeks period referred to, only contribution weeks in the period of the 52 weeks preceding the week in which the claim is to commence or in the period since the commencement of the immediately preceding benefit period, whichever is the longer, can be included as one of the contribution weeks for this purpose. It will be seen from the foregoing formula that, as the claimant's subsequent benefit period was established effective March 8, 1964, only contribution weeks in the period since the commencement of the immediately preceding benefit period, March 10, 1963, could be included as contribution weeks for the purpose of computing the subsequent claim. The number of contribution weeks in the aforementioned period totalled 42 and the claim was correctly computed for a duration of 21 weeks benefit.

5. The Umpire has recognized the principle that the commencement date of a benefit period cannot be re-adjusted so as to give the maximum possible benefit to the claimant (CUB 1451). To try to determine in advance what would be the best time for a claimant to make a claim, would amount to engaging in speculation of a most dangerous nature in view of the intangibles involved and the unpredictable events of the future. The Umpire has held that the local office cannot advise a claimant of the most advantageous time in which to make a claim in order that he may draw the maximum amount of benefit (CUB 1336).

6. In CUB 1610 the Umpire ruled that in view of the inadequate rebuttal of the claimant's allegation that she had been fraudulently induced to sign an application for benefit on July 17, 1957, whereas she only wanted to register for employment, no valid application for benefit was filed by the claimant when she signed her initial application for benefit on July 17, 1957. The Umpire decided in that case that the valid initial application for benefit was made on November 21, 1957, and that the benefit period should be established, accordingly, if the claimant could prove, according to law, that she fulfilled the other conditions for establishment laid down in section 45 of the Act. The present case differs in that the claimant does not deny that he knowingly and on his own initiative, made a claim for benefit on March 11, 1963, and took no steps to withdraw the said claim on his return to work the following day.

7. As the claimant's benefit period, commencing March 10, 1963, was established in accordance with the Act and does not fulfil the conditions for cancellation prescribed in Regulation 151, it is respectfully submitted that the appeal should be dismissed.

**Considerations and Conclusions:** The Umpire must apply the law as he finds it and the law and jurisprudence which apply in the instant case are as stated by the Chief of the Adjudication Division of the Commission in his statement of observations dated February 18, 1965.

I consequently have no alternative but to decide to dismiss the claimant's appeal.

## Decision CUB 2487, May 6, 1965

(Translation)

**Summary of the main facts:** The claimant filed, by mail, a renewal claim for benefits . . . on November 16, 1964. He stated that he had last worked as a cook at lumber camps . . . from May 14, 1964 to November 14, 1964. The reason he gave for his separation from employment was the "completion of wood-cutting operations." He was earning \$13.95 a day.

On November 18, 1964, the claimant asked for payment at the dependency rate in respect of his 20-year-old daughter . . . . According to his statement, the latter was living at a . . . hospital where she is a student nurse and receiving \$15 a month. He also added that, for the last three years, since his daughter's earnings were inadequate, he was providing monthly allowances for her.

On November 25, 1964, the insurance officer told the claimant that he was not entitled to payments at the dependency rate since he had not proved that he was maintaining a self-contained domestic establishment and was wholly or mainly supporting her therein, under section 47(3) of the Act and Regulation 168.

On December 2, 1964, the claimant appealed to the board of referees, saying:

. . . It is true that my daughter . . . receives room and board and a monthly payment of \$15, but your Commission, I am sure, does not realize how much I have to spend to enable my daughter to pursue her studies. I have to provide for clothing and other expenses, especially this year, for her graduation. I can see a minimum of \$500 in expenses that I will have for her this year.

I therefore believe that I am entitled to payments at the dependency rate.

If the insurance officer upholds his decision, I request that my case be submitted to a board of referees.

On December 21, 1964, the board of referees rendered a decision. It reads in part:

[The claimant], at the hearing of his case, had not submitted any new fact. The board of referees, therefore, considers that, in the present case, [the claimant] is not entitled to the dependency rate in respect of his daughter who is taking a nursing course at the hospital. Even though the latter is only earning \$15 a month, she, nevertheless, receives room and board at the hospital. [She] does not live with her parents and consequently her father does not maintain

a self-contained domestic establishment where she is presently living. Therefore, according to the Act, we cannot conclude that he is wholly or mainly supporting his daughter.

Under the circumstances, the board of referees, by a majority decision, upholds the previous decision of the insurance officer.

The dissenting member of the board of referees expressed the following opinion:

Even though [the claimant's daughter] lives at the hospital, where she is receiving free room and board and \$15 a month during her nursing course, it was proved that the expenses she has in pursuing her studies are well over \$500 a year, a sum which the claimant must provide to help his daughter, who is, after all, a minor and still dependent on her father.

For these reasons, I think that the decision of the insurance officer should be rescinded.

On January 19, 1965, *L'Union Catholique des Cultivateurs (Section des Bucherons)* (Bush Workers, Farmers' Union) of Rimouski, of which the claimant is a member, appealed the decision of the Umpire in the following terms:

. . . It is our opinion that the claimant is the main supporter of his daughter . . . . Even though the latter receives room and board and earns a salary of \$15, the claimant has to provide quite substantial sums, each month, especially during the current academic year, because she has to take a three months' course in a Quebec hospital before graduation. Her father has to provide for her transportation expenses which are quite high. Also, she will have to buy a special dress and ring for her graduation, pay her fee for the banquet, etc. Her father will always have to meet the expenses. We also note that, when [the claimant's daughter] was sick, her father had to pay the doctor.

[The claimant's daughter] must consequently rely on her father to pay for all her clothing, her travelling expenses, the doctor's fees, etc. In all, [the claimant] will have to spend approximately \$700 for his daughter during the present year.

Consequently, we believe that the claimant should be considered as supporting his daughter . . . .

**Considerations and Conclusions:** The provisions that apply in the present case require that a claimant, in order to have a child 16 years old or more considered as a dependant under the Act, must not only maintain a self-contained domestic establishment but support that dependant therein. But, as the board of referees maintained in its unanimous decision, the claimant's daughter lives mostly at the hospital where she is taking a nursing course.

According to the above statements, the question is not whether the claimant wholly or mainly supports his daughter. Even if it were so, he would not have sufficiently proved his general statements regarding the matter.

On these grounds, I decide to confirm the decision of the board of referees and reject the Federations' appeal.

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in July

#### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 324 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 246 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 248 contracts not listed in this report that contained the General Fair Wages Clause, were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	105	\$1,503,789.00
Post Office .....	6	161,357.89
Public Works .....	1	17,910.00
Transport .....	1	4,466.61

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made During July

During July the sum of \$2,617.96 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 38 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded During July

### DEPARTMENT OF AGRICULTURE

*Shellmouth Man:* Widdicombe Construction Ltd & Low Bros Construction Ltd, construction of main embankment for Shellmouth dam, Assiniboine river storage project (stage 1) *Winnipeg Man:* The Winnipeg Supply & Fuel Co Ltd, renewal of heating system for laboratory greenhouses. *Near Outlook Sask:* Kiewit-Johnson-Poole (Joint Venture) construction of spillway chute & basin, SSR project. *Near Carolside Alta:* Progressive Construction Co Ltd, construction of the Blood Indian Creek community storage project.

### ATOMIC ENERGY OF CANADA LIMITED

*Chalk River Ont:* Pembroke Glass Ltd, installation of windows & doors, computer bldg 508, nuclear laboratories.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*New Glasgow, Stellarton & Trenton N S:* Banfield & Miles Ltd, exterior painting of houses, Vets 2/48, 1 & 2/48 & 1/48. *Montreal area Que:* Tousignant Decorator Co, painting, caulking & siliconing of various housing units, Villeray Terrace, Park Royal & Place Benoit; Tousignant Decorator Co, painting, caulking & siliconing of various housing units, Terrasse Belleville, Terrasse St Michel & Boulevard Pie IX apt. *Pierrefonds Que:* Langsner-Fuhrer Inc, repairs to heating system, Cloverdale Park.

*Sherbrooke Que:* Stanislas Belanger, repairs to heating system, Terrasse Vimont. *Ville Jacques Cartier Que:* S Engel & Son Ltd, repairs to heating system, etc, Bellerive apts. *Brandon Man:* Nu-Way Decorating, exterior painting of housing units, 3/48. *Swift Current Sask:* Paul Stover Construction Ltd, construction of housing units, site improvement & sodding, FP 3/64. *Leduc Alta:* E M From, landscaping, Linsford Place. *Vancouver B C:* Neil Meyers, exterior painting of housing units, Fraserview.

In addition, this Corporation awarded 16 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Oka Indian Agency Que:* Bisson Rotary Drilling, well drilling, Oka reserve. *James Bay Indian Agency Ont:* North Star Plumbing Ltd, renovations to school & warehouse, Moose Fort residential school. *Parry Sound Indian Agency Ont:* Bert Taylor Construction Ltd, road work, Moose Deer Point reserve. *Portage la Prairie Indian Agency Man:* McGimpsey Plumbing & Heating, water treatment equipment extension, Birtle residential school. *Battleford Indian Agency Sask:* Novak Construction, road work, Thunderchild, Poundmaker & Sweetgrass reserves.

*Crooked Lake Indian Agency Sask:* J R Ulmer, road construction, Cowessess reserve. *Duck Lake Indian Agency Sask:* Piggott Construction Ltd, renovations to dormitory, wash-room & kitchen, Duck Lake residential school. *Meadow Lake Indian Agency Sask:* Art's Plumbing & Heating Ltd, supply & installation of plumbing, sewage disposal, water supply & heating systems, Big Island Lake school bldgs. *Shellbrook Indian Agency Sask:* Potts Construction Ltd, road work, Sandy Lake & Mistawasis reserves.

*Blackfoot Indian Agency Alta:* J T Ostram & K A Graff, structural & electrical alterations to Crowfoot residential school. *Blood Indian Agency Alta:* Hall Bros Plumbing Ltd, installation of plumbing, heating & electrical facilities in teacherage, Standoff day school; Kenwood Engineering Construction Ltd, additions & revisions to Blood residential school.

*Lesser Slave Lake Indian Agency Alta:* Forrester Water Well Drilling Ltd, drilling of well, Sucker Creek reserve.

*Stony Sarccee Indian Agency Alta:* Edgar Pears, construction of road, Stony reserve.  
*Kamloops Indian Agency B C:* Rural Well Drillers Ltd, well drilling. *Stuart Lake Indian Agency B C:* K Moore & Co Ltd, renovations to bathroom, Lejac residential school. *Williams Lake Indian Agency B C:* K Moore & Co Ltd, installation of water supply for Anahim Lake day school, Squinas reserve 2.

## DEFENCE CONSTRUCTION (1951) LIMITED

*Near St John's Nfld:* Hillcrest Contracting Ltd, construction of drill hall, Fort Pepperell.  
*Cornwallis N S:* Bernard Painters Ltd, exterior painting of married quarters, HMCS *Cornwallis*. *Dartmouth N S:* Urban Construction Ltd, construction of steel prefabricated maintenance bldg. *Greenwood N S:* Bedard-Girard Ltd, installation of vasis units (electrical work), RCAF Station; Municipal Spraying & Contracting Ltd, replacement of manhole covers in taxiway, RCAF Station. *Halifax N S:* Malach Roofing & Flooring Ltd, roof repairs, armoury; Malach Roofing and Flooring Ltd, balcony & canopy repairs & waterproofing, Windsor Park; The Vipond Automatic Sprinkler Co Ltd, installation of fire protection & sprinkler system, HMCS *Dockyard*.

*Barriefield Ont:* T P Crawford Ltd, reroofing of bldgs. *Hamilton Ont:* Toronto Building Cleaning & Tuckpointing Ltd, exterior repairs to James Street armoury. *Trenton Ont:* Alsoco Distributors of Eastern Ont Ltd, supply & installation of metal windows, RCAF Station; Bedard-Girard Ltd, installation of vasis units (electrical work), RCAF Station.

*Portage la Prairie Man:* A Forsythe Coal Co Ltd, installation of pipe arch culvert & manhole, RCAF Station; Huber Electric Ltd, installation of vasis units (electrical work), RCAF Station. *Rivers Man:* Hay Decorating Co Ltd, exterior painting of married quarters & garages, RCAF Station; Midway Roofing & Supply Ltd, roofing repairs to hangar 3 & bldgs. *Shilo Man:* Lount Oil Heating Co Ltd, replacement of boilers & furnaces, camp. *Winnipeg Man:* Dominion Bronze Ltd, supply & installation of metal windows, RCAF Station; Randall Plumbing & Heating Ltd, replacement of steam boilers, McGregor Armoury.

*Moose Jaw Sask:* Huber Electric Ltd, installation of vasis units (electrical work), RCAF Station. *Cold Lake Alta:* Poole Engineering Co Ltd, repairs to road, driveway & sidewalks in married quarters' area, RCAF Station. *Namao Alta:* Huber Electric Ltd, installation of vasis units (electrical work), RCAF Station. *Ralston Alta:* South Eastern Construction & Distribution Services Ltd, installation of underground gas gathering lines for wells 28 & 29; Dutch Bros Paints Ltd, interior & exterior painting of housing units. *Wainwright Alta:* W J Bennett Contractors Ltd, repairs to wood trusses & columns, military camp.

*Chilliwack B C:* Columbia Bitulithic Ltd, construction of roads, etc, camp.

## DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I:* Curran & Briggs Ltd, alterations to steam pits, RCAF Station. *Aldershot N S:* D J Lowe Ltd, replacement of exterior doors & window sashes, camp. *Bedford N S:* Northern Roofing & Metal Workers (1961) Ltd, replacement of built-up roofings & flashings on bldg 40, RCNAD; Gray Bros, waterproofing exterior walls of bldg 40, RCN magazines. *Cornwallis N S:* Municipal Spraying & Contracting Ltd, repairs to asphalt pavements, HMCS *Cornwallis*; Raymond Moore waterproofing & drainage for married quarters, HMCS *Cornwallis*; D J Lowe Ltd, exterior painting of various bldgs, HMCS *Cornwallis*.

*Dartmouth N S:* Stevens & Fiske Construction Ltd, repairs to concrete platforms, steps & sidewalks, Shannon Park married quarters; Nichols Contracting Ltd, repairs to bldgs & utilities, Wallis Heights married quarters; Dean's Nursery Ltd, repairs to grassed areas, Wallis Heights married quarters.

*Halifax N S:* Maritime Asphalt Products Ltd, replacement of floor coverings in Canadian forces hospital, HMCS *Stadacona*; Parker Bros (1956) Ltd, interior painting of bldg; Osborne Head gunnery range; G A Redmond Trucking & Demolition Ltd, partial removal & capping of reinforced concrete wall, bldg 19, HMCS *Stadacona*; Tasco Sheet Metal & Roofing Co Ltd, repairs to roof grid, bldg 0-1, Osborne Head gunnery range; Webb Enrg Ltd, renewal of expansion joints in steam line, HMCS *Stadacona*; Western Plumbing & Heating Co Ltd, replacement of & repairs to warm air heating units in A, B & C blocks, Osborne Head gunnery range; Alex Grant, exterior painting of various bldgs, HMCS *Stadacona*.

*Shearwater N S:* L G & M H Smith Ltd, repairs to south jetty, RCN Air Station; Dartmouth Asphalt Co Ltd, repairs to asphalt pavements, base & roads, RCN Air Station. *Bagotville Que:* Alberio Levesque, laying asphalt pavement, RCAF Station; Potvin &

Simard Enr, asphalt pavement patching, RCAF Station. *Senneterre Que*: La Societe D'Entreprises Generales Ltee, resurfacing of road, RCAF Station. *Three Rivers Que*: Atlas Mastic, surface asphalt pavement, drill hall floor, armoury; Charles Auguste Trudel, interior & exterior painting, armoury, 574 St Francois-Xavier Street.

*Belleville Ont*: J J Forestell Association, resurfacing drill hall floor, armoury. *Centralia Ont*: Heywood Bros, interior pointing of married quarters, RCAF Station. *Chatham Ont*: Kon Lukst Construction, general maintenance, armoury. *London Ont*: George Andelfinger, exterior painting of various bldgs, Wolseley Barracks. *Owen Sound Ont*: Elwood D Jackson, general repairs & exterior painting, armoury. *Petawawa Ont*: Edmund Turcotte, construction of parking lot, etc, camp.

*Picton Ont*: Reynard Painting Co, exterior painting of married quarters, camp; William Kuypers, repairs to walls & replacement of window sashes, camp. *St Thomas Ont*: George Keen Construction Ltd, general maintenance of armouries. *Sioux Lookout Ont*: C E Olson, interior painting of barrack blocks, RCAF Station. *Toronto Ont*: Sentinal Paving & Construction Ltd, road repairs, HMCS York; Cook Paving Co Ltd, road and sidewalk repairs & regrading serges, personnel depot 6.

*Trenton Ont*: Walter F MacCormack, repainting exterior steel on hangar 10, RCAF Station; H J Beamish Construction Co Ltd, cleaning, resealing joints & repair of cracks in concrete apron, hangar 10, RCAF Station. *Weston Ont*: Lux Painting Co, exterior painting of bldgs 3, 5 & 5A, RCAF site.

*Gimli Man*: Easton Plumbing & Heating Contracting Ltd, supply & installation of heating & ventilating systems in briefing room, hangar 2, RCAF Station; Easton Plumbing & Heating Contracting Ltd, supply & installation of heating & ventilating systems in briefing room, hangar 1, RCAF Station. *Winnipeg Man*: Western Asbestos (1963) Ltd, replacement of cedar shingles, bldg 13, RCAF Station. *Dundurn Sask*: Home Ease Heating Ltd, improvement to heating distribution, married quarters, camp. *Yorkton Sask*: Klein Painters & Decorators (Yorkton) Ltd, interior painting of various bldgs, RCAF Station.

*Calgary Alta*: W J Kutasinski, waterproofing basements of married quarters, Currie Barracks. *Edmonton Alta*: Dominion Gunite (1964) Ltd, mudjacking of curbs, etc, Griesbach barracks; Haddow & Maughan Ltd, replacement of condensate line, Griesbach Barracks. *Comox B C*: Courtenay Decorators, interior painting of married quarters, RCAF Station. *Esquimalt B C*: Williams, Bray & Williams Ltd, repairs & alterations to "A" jetty, HMCS Dockyard.

*Puntzi Mountain B C*: Federal Joint Sealing Co of Canada Ltd, paving, RCAF Station. *Victoria B C*: P T Holdsworth, exterior painting of camp bldgs, Work Point Barracks. *Whitehorse Y T*: General Enterprises Ltd, regrading of resurfacing of road, RCAF radio site.

In addition, this Department awarded 72 contracts containing the General Fair Wages Clause.

#### NATIONAL CAPITAL COMMISSION

*Ottawa Ont*: Babcock-Wilcox & Goldie McCullough Ltd, supply & erection of watertube steam generator for Union Station boiler plant, Terminal Avenue.

#### NATIONAL HARBOURS BOARD

*Halifax N S*: J G Fitzpatrick Ltd, replacement of siding on the landside of shed 22, ocean terminals. *Montreal Que*: Inspiration Ltd, construction of wharf from section 68 to 72. *Quebec Que*: Canadian Ice Machine Co, supply & installation of blast freezer for fish house plant. *Vancouver B C*: Fort Construction (1962) Ltd, roof reconstruction, sheds 2, 3 & 4, Lynn Creek marine terminals; The Fraser River Pile Driving Co Ltd, installation of finger floats, False Creek fishermen's terminal.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Leamington Ont*: W J C Kaufmann Co, construction of nature centre, Pointe Pelee National Park. *Prince Albert National Park Sask*: Star Blacktop Ltd, seal coating of streets & roads. *Elk Island National Park Alta*: Everall Construction (Edmonton) Ltd, seal coating of streets & roads.

#### POST OFFICE DEPARTMENT

This Department awarded 73 contracts containing the General Fair Wages Clause.

## PROJECTS ASSISTED BY FEDERAL LOANS OR GRANTS

*Galt Ont:* Raylena Construction Co Ltd, construction of Fourth Avenue trunk storm & sanitary sewer. *Winnipeg Man:* Inspiration Ltd, construction of Sutherland Avenue parallel interceptor sewers.

### DEPARTMENT OF PUBLIC WORKS

*L'Anse au Loup (Labr) Nfld:* Gid Sacrey Ltd, construction of community stage & wharf extension. *Butcher's Cove Nfld:* Lorne E Hicks, construction of wharf. *Canning's Cove Nfld:* Saunders, Howell & Co Ltd, construction of canopy & holding unit. *Cape St Mary's Nfld:* All Sales Equipment Contracting Ltd, construction of access road to light station. *Channel-Port-aux-Basques Nfld:* McNamara Construction of Newfoundland Ltd, paving of grounds, federal bldg. *Fortune Nfld:* L G & M H Smith Ltd, breakwater-wharf repairs.

*New Bonaventure Nfld:* William A Trask Ltd, wharf replacement. *Newman's Cove Nfld:* William A Trask Ltd, wharf extension. *Plate Cove East Nfld:* Avalon Construction & Enrg Ltd, construction of canopy & holding unit. *Pleasantville Nfld:* W Chisholm Ltd, renovations & painting of floor, bldg 308. *St John's Nfld:* Babb Construction Ltd, wharf repairs. *St Vincent's Nfld:* Lafortune Construction Co, construction of wharf. *Seal Cove (Connaigre Bay) Nfld:* Glen Construction Co Ltd, construction of breakwater-wharf.

*Savage Harbour P E I:* L G & M H Smith Ltd, breakwater repairs. *Tracadie Harbour P E I:* Douglas & MacEwen Construction Co Ltd, breakwater repairs. *Victoria P E I:* Curran & Briggs Ltd, paving of wharf.

*Halifax N S:* Vipond Automatic Sprinkler Co Ltd, installation of automatic sprinkler system, RCMP Thornvale Barracks; Arthur & Conn Ltd, relighting & rewiring of RCMP divisional headquarters. *Sheet Harbour N S:* Fisher & Miller Construction Ltd, construction of federal bldg. *Escuminac N B:* Diamond Construction (1961) Ltd, harbour improvements. *Rexton N B:* Gerard Johnson, wharf demolition. *Shippegan N B:* Connolly Construction Ltd, installation of industrial water supply, pumphouse & motors.

*Carleton Que:* Gulf Maritime Construction Ltd, wharf extension. *Contrecoeur Que:* Les Entreprises Jean R Denoncourt Enrg, construction of protection works; Les Entreprises Jean R Denoncourt Enrg, repairs to retaining wall. *Dorval Que:* Nation Wide Interior Maintenance Co Ltd, interior cleaning for postal accommodation, air cargo bldg, airport. *Etang des Caps (M I) Que:* Turbide & Jomphe Enrg, harbour improvements. *Gaspé Que:* Eudore McRae, interior cleaning, federal bldg. *Grande Rivière Que:* Sandy Beach Construction Ltd, wharf repairs.

*Grosse Ile Que:* Rigid Structure Inc, construction of prefabricated barn with annexes for Dept of Agriculture maximum security quarantine station. *Grosse Ile (M I) Que:* Adrien Arseneault, roadway & breakwater repairs. *Montreal Que:* Mechanical Contractors Ltd, supply & installation of water chilled unit in customs examining warehouse, 400 Youville Square; Turnbull Elevator of Canada Ltd, conversion of elevator, International Civil Aviation Organization; Oscar Brault, interior cleaning & grounds maintenance, post office, 11200 Boulevard Pie IX.

*Pointe au Loup (M I) Que:* Wendall Chiasson, slipway enlargement. *Quebec Que:* Paul-Arthur Tremblay, general alterations, Le Cavalier bldg, La Citadelle. *Rivière au Renard Que:* Elias Blouin, repairs to protection works. *Rivière St Jean Que:* Lang Construction Ltd, construction of landing pier. *Romaine Que:* Charles Verreault, construction of landing pier. *Sheldrake Que:* Charles Verreault, construction of breakwater.

*Belle Ewart Ont:* Con-Bridge Ltd, wharf reconstruction (stage 2). *Campbellford Ont:* H G Williams, interior cleaning & maintenance of federal bldg. *Glencoe Ont:* West York Construction Division of Toryork Sales Ltd, construction of post office bldg.

*Ottawa Ont:* A Lanctot Construction Co Ltd, installation of windows & doors, Rideau Hall; J H Lock & Sons Ltd, modifications to laboratories refrigeration system, Geological Bldg, 601 Booth Street; Three-Stars Building Cleaning, interior cleaning of Geological Bldg, 601 Booth Street; Allied Building Services (1962) Ltd, interior cleaning of Hunter Bldg; Viking Automatic Sprinklers (Canada) Ltd, installation of basement sprinkler system, RCMP headquarters; Henri D'Aoust Lumber Ltd, installation of windows, Dominion Observatory & Seismology Bldg; J R Statham Construction Ltd, cafeteria improvement, RCMP headquarters; Latulippe Bros, removal of ashes from central heating plants; Walter Woods, exterior painting & repairs, Hunter Bldg; Beaudoin Construction Ltd, general alterations to room 30, food & drug laboratory, Tunney's Pasture; R R Construction, construction of fire exits, RCMP headquarters; Lord & Burnham Co Ltd, installation of greenhouse shades, Rideau Hall; T P Crawford Ltd, alterations to basement mechanical ventilation system, "A" division, "S" directorate, RCMP headquarters; A Lanctot Construction Co Ltd, alterations, 1010 Somerset

Street, W; Durie Mosaic & Marble Ltd, epoxy floorings, West Block, Parliament Bldgs; Beaudoin Construction Ltd, alterations for computer room, "A" bldg, Cartier Square; A Lancot Construction Co Ltd, alterations, Hunter Bldg; Beaudoin Construction Ltd, alterations to partitions, temporary bldg 8; A Lancot Construction Co Ltd, repairs & refinishing, various rooms, centre block, Parliament Bldgs; Lord & Burnham Co Ltd, mechanical & electrical improvements to greenhouse, CEF; J R Statham Construction Ltd, alterations, third floor, temporary bldg 8; Met-Wo Industries Ltd, installation of venetian blinds in temporary bldgs 2, 3 & 4.

*Port Loring Ont:* Alfred Haigh, wharf repairs. *Port Stanton (Sparrow Lake) Ont:* Bar-Way Marine Ltd, wharf extension. *Sarnia Ont:* Chamber Electric Co, installation of wharf lighting. *Scarborough Ont:* Renkay Construction Ltd, alterations for Public Archives of Canada, federal bldg, 651 Warden avenue. *Toronto Ont:* Willard Decorating, exterior painting & glazing city delivery bldg; R T Services Ltd, installation of fire alarm system, city delivery bldg; Bruce (EDP) Services Ltd, computer installation for the Dept of Transport Climatology Division, Mackenzie Bldg.

*Watford Ont:* George Shabsove Construction, construction of post office bldg. *Weston Ont:* Harry S Denning Cleaning Service Ltd, cleaning & maintenance of federal bldg, 2050 Weston Road. *Wikwemikong Ont:* Gorsline Construction Ltd, construction of school & teachers' residence. *Windermere Ont:* Owen J Walbridge, wharf repairs & extension. *Emerson Man:* Bird Construction Co Ltd, construction of animal inspection corral for Dept of Agriculture. *Fort Churchill Man:* Brothan Painting Co Ltd, painting of various bldgs for the Dept of Northern Affairs & National Resources.

*Pelly Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Shellbrook Sask:* Cecil E Johnson, interior cleaning of federal bldg. *Calgary Alta:* Wyatt Construction Co Ltd, alterations, fourth floor, Customs Bldg. *Alert Bay B C:* Kirkland & Creelman Construction, float renewal in boat harbour; Ed Sawchuck Contracting Co Ltd, construction of seaplane landing. *Alice Arm B C:* Horie & Tynan Construction Ltd, wharf replacement. *Horseshoe Bay B C:* The Fraser River Pile Driving Co Ltd, wharf repairs.

*Pacific Highway B C:* Standard-General Construction (Int) Ltd, removal of paving, installation of drainage & repaving of concourse. *Prince George B C:* Dezell Construction Co Ltd, installation of additional postal facilities, federal bldg; Prince Sheet Metal & Heating Ltd, reroofing of federal bldg. *Sointula B C:* The Fraser River Pile Driving Co Ltd, harbour improvements. *Vancouver B C:* Walker Construction, alterations, second floor, Winch Bldg. *Vanderhoff B C:* E & L Construction, alterations for RCMP accommodation, federal bldg.

*Inuvik N W T:* J Mason & Sons Ltd, interior & exterior painting of federal housing units; Yukon Construction Co Ltd, construction of floating wharf (Boot Lake). *Whitehorse Y T:* Christensen & McLean Roofing Ltd, reroofing of federal bldg.

In addition, the Department awarded 66 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Beauharnois, Cote Ste Catherine & St Lambert Que:* Maritime Steel & Foundries Ltd, modifications to fender machinery 2, locks 1 to 4 incl. *Cote Ste Catherine Que:* Rivermont Construction Co Ltd, construction of temporary roadway to Industrial Park. *Port Colborne Ont:* Canadian Dredge & Dock Co Ltd, entrance wall extension, south of guard gate, Welland Canal. *St Catharines Ont:* John Gaffney Construction Co Ltd, construction of timber floating units, Welland Canal; Moir Construction Co Ltd, entrance wall extension, lock 6 east, Welland Canal. *Thorold Ont:* Bridge & Tank Co of Canada Ltd, supply & installation of valve operating machines for lock 6 west intake, Welland Canal.

#### DEPARTMENT OF TRANSPORT

*Goose Bay (Labr) Nfld:* J W Lindsay Construction Co Ltd, paving of roads & installation of water & sewer mains, airport. *Gander Nfld:* Goodyear Paving Ltd, repairs & resealing roads, international airport. *Moncton N B:* McDonald Paving & Construction Ltd, construction of parking area & extension to water distribution system. *Baie Comeau (Pte Lebel) Que:* Nordbec Construction Inc, construction of VOR bldg & related work. *Dorval Que:* Charles Duranceau Ltd, construction of concrete curbs, gutter & drainage for entrance road & car park, Montreal International Airport.

*Grindstone (M I) Que:* Turbide & Jomphe Ltd, construction of single dwellings. *House Harbour (M I) Que:* J W Delaney Ltd, treating & reseeding runway shoulders, airport. *Mont Joli (Luceville) Que:* Adrien Berube, construction of VOR bldg & related work. *Sorel Islands Que:* Turnbull Construction Inc, reconstruction of submerged weirs in the St Lawrence River.

(Continued on page 848)

## PRICE INDEXES

### Consumer Price Index, August 1965

The first decrease in 10 months, the consumer price index (1949=100) declined 0.1 per cent to 139.4 at the beginning of August, from 139.5 in July. The August index was 2.4 per cent higher than the August 1964 index of 136.1.

The indexes for food and clothing decreased by 0.9 per cent and 0.3 per cent, respectively, the housing, transportation, health and personal care, and tobacco and alcohol components edged upward, and the recreation and reading index was unchanged.

The food index decreased 0.9 per cent to 137.8 from 139.0, reflecting lower prices for fresh vegetables, grapes, bananas, oranges, orange juice, sugar, tea, corn flakes, cookies, ice cream, round steak, blade roasts, and liver. Higher prices were reported for eggs, most meats, fish, poultry, cheese, some fresh fruits, and most canned fruits and vegetables.

The housing index moved up 0.1 per cent to 141.2 from 141.1 as a result of increases in both the shelter and household operation components. Within shelter, both the rent and home-ownership indexes were fractionally higher. In household operation, higher prices for household supplies, coal, kitchen furniture, and household effects insurance offset lower prices for living room and bedroom suites, carpets, textiles, and utensils and equipment.

The clothing index declined 0.3 per cent to 120.7 from 121.1 reflecting widespread August sales of summer apparel and footwear.

The transportation index rose 0.6 per cent to 147.9 from 147.0. The automobile operation component advanced as lower prices for new cars were outweighed by higher prices for automobile insurance and gasoline. An increase in train fares and scattered increases in taxi fares moved the travel and local transportation components upward.

The health and personal care index increased 0.2 per cent to 175.8 from 175.4 as a result of increased prices for some personal care items and men's haircuts. The health care component decreased slightly with lower prices for prescriptions and other pharmaceutical products.

The recreation and reading index was unchanged at 154.6.

The tobacco and alcohol index rose 0.1 per cent to 122.6 from 122.5 because of increased liquor prices in the Atlantic provinces.

Group indexes one year earlier (August 1964) were: food 135.1, housing 138.7, clothing 118.9, transportation 141.4, health and personal care 167.5, recreation and reading 151.5, tobacco and alcohol 120.2.

### City Consumer Price Indexes, July 1965

Consumer price indexes advanced in nine of the ten regional cities between June and July; the index for the tenth declined. Increases ranged from 0.1 per cent in Saskatoon-Regina, Edmonton-Calgary and Vancouver, to 0.6 per cent in Ottawa. The index for Winnipeg decreased 0.4 per cent.

Food indexes increased in seven cities and declined in three. Six housing indexes were higher, two lower, and two unchanged. In clothing, indexes in three cities rose, three declined and four were constant. Indexes for transportation advanced in five cities, edged down in three, and were unchanged in two. Movements for health and personal care were mixed, with four indexes up slightly, five down, and one unchanged. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between June and July were: Ottawa +0.8 to 139.3; Montreal +0.6 to 139.0; Saint John +0.4 to 138.0; St. John's +0.3 to 123.5\*; Halifax +0.3 to 135.4; Toronto +0.3 to 141.1; Saskatoon-Regina +0.1 to 132.3; Edmonton-Calgary +0.1 to 130.6; Vancouver +0.1 to 135.3; Winnipeg -0.5 to 135.4.

### Wholesale Price Index, July 1965

Canada's general wholesale index (1935-39=100) eased to 251.8 in July, 0.1 per cent lower than the June index of 252.0, but 2.8 per cent higher than the July 1964 index of 245.0.

Four of the eight major group indexes were lower in July and four were higher.

The vegetable products group index declined 0.8 per cent to 219.1 from 221.0, and the textile products group index dropped 0.4 per cent to 246.2 from 247.2. Two major group indexes were lower by 0.1 per cent or less in July; the non-ferrous metals products group index declined 0.1 per cent to 219.4 from 219.7; and the wood products group index to 333.0 from 333.1.

The animal products group index rose 0.8 per cent to 276.3 from 274.0, and the chemical products group index advanced 0.6 per cent to 202.6 from 201.4.

The non-metallic minerals products group index increased 0.3 per cent to 191.2 from 190.7, and the iron products group index rose to 266.7 from 266.6.

*The index of Canadian farm product prices at terminal markets (1935-39=100) eased down in the three-week period ended July 23 to 245.2 from 245.3. The field products index declined slightly to 191.5 from 191.7 and the animal products price index eased to 298.9 from 299.0.*

\* On base June 1951=100.

The price index of residential building materials (1935-39=100) edged up 0.2 per cent in July to 343.7 from 343.1 in June. On the base 1949=100, it rose to 150.7 from 150.5.

The price index for non-residential building materials (1949=100) increased 0.3 per cent to 148.5 from 148.1.

#### U.S. Consumer Price Index, July 1965

The United States consumer price index (1957-59=100) rose to 110.2 in July from 110.1 in June. A year ago the July index was 108.3.

The increase in the index in July was essentially seasonal. Over the years, the index has generally gone up by three tenths of a point in July, but the reduction in excise taxes on many items in June this year slowed the recent trend toward higher consumer prices.

Price increases were reported for pork products, beef, veal, eggs, potatoes and cig-

arettes. Decreases were reported in prices for fresh fruits, lettuce, cabbage, watermelons, cucumbers, tomatoes, green peppers and many apparel items.

#### British Index of Retail Prices, June 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 112.7 in mid-June, compared with 112.4 in mid-May and 107.4 in mid-June 1964.

The rise in the index was due to increases in the price of eggs, beef and some vegetables, partly offset by a reduction in potato prices.

The index for the food group rose by one-half of 1 per cent to 112.5, compared with 111.9 in May.

Charges for fuel and light rose by less than 1 per cent; transport and vehicles group increased .2 per cent; services, such as hair-dressing, laundering and shoe repairing, rose by nearly one-half of 1 per cent. The other six groups showed little change.

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## Wage Schedules

(Continued from page 846)

*Ville La Salle Que:* Leonard J Weber Construction Co, construction of east extension to hydraulic models bldg & related work. *Near Kingston Ont:* Fort Construction & Equipment Ltd, construction of reinforced concrete lighthouse & fog alarm bldg, False Ducks Island light station. *Kirkfield Ont:* Newcon Construction Ltd, mechanical rehabilitation of lift lock. *Ottawa Ont:* Modern Building Cleaning, cleaning services, radio regulations engineering laboratory; Coady Construction Ltd, construction of transmitter bldg & related work.

*St Catharines Ont:* King Paving & Materials Ltd, construction of runway taxi for parking apron, Niagara District Airport. *Lynn Lake Man:* Claydon Co Ltd, improvements to runway 07-25 & extension of aircraft parking apron. *Winnipeg Man:* Grinnell Co of Canada Ltd, installation of fire protection sprinkler system in hangar 3, international airport; McCormick Electric Ltd, supply & installation of power supply cable, etc, field electrical centre, international airport.

*Grande Prairie Alta:* Huber Electric Ltd, reinstallation of medium intensity lighting on runway 06-24 & related work, airport. *Lethbridge Alta:* Oliver Chemical Co Lethbridge Ltd, replacing water supply line & related work. *Cape Mudge B C:* Johnson Construction, construction of single dwelling & demolition of existing dwelling. *Victoria B C:* Jensen & Johnson Landscape Contractors Ltd, maintenance of landscaped grounds & interior plantings, international airport. *Norman Wells N W T:* Yukon Construction Co Ltd, construction of storage bldgs & related work.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF VETERANS AFFAIRS

*Ste Anne de Bellevue Que:* Miran Co Ltd, repairs to roads & sidewalks, Ste Anne's Hospital; Delphis Cote Ltd, roof repairs, Ste Anne's Hospital.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Application for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 203

## Apprenticeship

1. JOINT COMMITTEE FOR THE TRUCKING INDUSTRY. *National Trucking Industry Apprenticeship Standards for Truck Mechanics; a Guide for the American Trucking Associations, Inc. and the International Association of Machinists, AFL-CIO*. Washington, GPO, 1965. Pp. 34.

2. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *The National Apprenticeship Program*. 1965 edition. Washington, GPO, 1965. Pp. 31.

## Business

3. DONHAM, PAUL. *New Enterprises and Small Business Management; the Problems of establishing and operating a Small Business* [by] Paul Donham [and] John S. Day. Homewood, Ill., R. D. Irwin, 1959. Pp. 836.

4. THAIN, DONALD HAMMOND. *Business Administration in Canada* [by] Donald H. Thain, John J. Wettlaufer [and] Samuel A. Martin, assisted by Michiel R. Leenders. Toronto, McGraw-Hill [c1961]. Pp. 889.

5. METCALF, WENDELL O. *Health Maintenance Programs for Small Business*. 2d ed. Washington, GPO, 1964. Pp. 64.

6. U.S. SMALL BUSINESS ADMINISTRATION. *Federal Income Tax Reductions and Small Business*. Washington, GPO, 1964. Pp. 31.

Explains how the enactment of the 1964 tax legislation will benefit small business in the U.S.

## Collective Bargaining

7. SASKATCHEWAN GOVERNMENT EMPLOYEES' ASSOCIATION. *"The Saskatchewan Experience", a Case Study in Genuine Collective Bargaining in the Public Service. A Presentation to a Conference of Government and Employee Association Representatives, Halifax, Nova Scotia, September 25-26, 1963, sponsored by Canadian Federation of Government Employee Organizations*. [Regina, 1963?] Pp. 23, [37]

Examines "... in detail the system for giving effect to collective bargaining in the public service that has been developed by the Government of Saskatchewan and the Saskatchewan Government Employees' Association (S.G.E.A.) during the period 1945-1963."

8. U.S. BUREAU OF LABOR STATISTICS. *Major Collective Bargaining Agreements; Grievance Procedures*. Washington, GPO, 1964. Pp. 80.

This study, based on an analysis of 1,717 collective bargaining agreements covering 7.4 million workers, provides information on the scope of grievance procedures, the presentation of grievances and the procedure in processing them. The appendices contain selected grievance procedures reproduced in full, and selected grievance clauses negotiated by small companies.

## Economic Conditions

9. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Ireland*. [March 1965. Paris, 1965]. Pp. 35.

Briefly examines the present economic situation and economic policy in Ireland.

10. U.S. BUREAU OF LABOR STATISTICS. *Computation of Cost-of-Living Indexes in Developing Countries*. Prepared for Agency for International Development. Washington, GPO, 1964. Pp. 43.

## Education

11. HUTCHINS, ROBERT MAYNARD. *The Higher Learning in America* New Haven, Yale University Press, c1936. Pp. 119.

12. JOHNSON, FRANCIS HENRY. *A History of Public Education in British Columbia*. Vancouver, Publications Centre, University of British Columbia, 1964. Pp. 279.

13. MORRIS, FREDERICK CLINTON. *Effective Teaching; a Manual for Engineering Instructors*. 1st ed. New York, McGraw-Hill, 1950. Pp. 86.

"Prepared under the sponsorship of Committee on Teaching Manual, American Society for Engineering Education."

14. NATIONAL SOCIETY FOR THE STUDY OF EDUCATION. *Art Education*, by the Yearbook Committee and Associated Contributors. Edited by W. Reid Hastie. Editor for the Society: Herman G. Richey. Chicago, NSSE; distributed by the University of Chicago Press, 1965. Pp. 357. (Yearbook of the National Society for the Study of Education [new series] 64th, pt. 2.)

15. NATIONAL SOCIETY FOR THE STUDY OF EDUCATION. *Vocational Education*, by the Yearbook Committee and

Associated Contributors. Edited by Melvin L. Barlow. Chicago, NSSE; distributed by the University of Chicago Press, 1965. Pp. 301. (Yearbook of the National Society for the Study of Education [new series] 64th, pt. 1)

16. PHI DELTA KAPPA SYMPOSIUM ON EDUCATIONAL RESEARCH. 4th, UNIVERSITY OF INDIANA, 1962. *Simulation Models for Education. Fourth Annual . . . Symposium on Educational Research sponsored by Phi Delta Kappa, Alpha Campus Chapter of Phi Delta Kappa, School of Education, Indiana University.* Edited by Nicholas A. Fattu and Stanley Elam. [Bloomington, Ind., Phi Delta Kappa, Inc., c1965]. Pp. 172.

This symposium on educational research studied various forms of simulation such as role playing, management games, or hypothetical problems submitted to a computer for solution.

17. STANLEY, JULIAN CECIL. *Measurement in Today's Schools.* 4th ed. Englewood Cliffs, N.J., Prentice-Hall, 1964. Pp. 414.

First to third editions by C. C. Ross. This book is concerned with educational measurement.

18. U.S. DEPARTMENT OF AGRICULTURE. ECONOMIC RESEARCH SERVICE. *Characteristics of School Dropouts and High School Graduates, Farm and Nonfarm, 1960.* Washington, GPO, 1965. Pp. 32.

19. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Vocational and Technical Education; a Review of Activities in Federally Aided Programs, Fiscal Year 1963.* [Washington, GPO, 1964]. Pp. 68.

20. WILKINSON, BRUCE WILLIAM. *Some Economic Aspects of Education in Canada.* Cambridge, Massachusetts Institute of Technology, Libraries, Microreproduction Laboratory, 1964.

Microfilm copy (positive) of typescript. Colation of the original: 299 pages. Thesis (Ph.D.)—Massachusetts Institute of Technology, 1964.

"The purpose of this dissertation is to examine several particular economic problem areas in Canadian educational programs."

### Employment Management

21. INDUSTRIAL RELATIONS COUNSELORS, INC. *Applying Behavioral Science Research in Industry. Papers and Discussions at a Symposium conducted by Industrial Relations Counselors, inc., held at Tarrytown, New York, April 25-26, 1963.* New York, 1964. Pp. 113.

Presents papers describing specific industrial research projects carried out in five companies. Contents: Use of Test Data in Selection and Placement. Employee Attitude Survey—the Sears

Program. Identifying the Elements of Effective Management. Accomplishing Changes in Organizational Structure. Innovative Organizations—a study in organization development.

22. MARENCO, CLAUDINE. *L'introduction de l'automation dans les bureaux: l'administration du changement; les modalités d'adaptation des individus et des groupes.* Paris, Université de Paris, Institut des sciences sociales du travail, Centre de recherches, 1963. Pp. 61.

23. ROSE, HOMER C. *The Development and Supervision of Training Programs, including The Instructor and his Job,* by Homer C. Rose. Chicago, American Technical Society 1964. Pp. 277, 281.

24. U.S. BUREAU OF LABOR STATISTICS. *Employer Expenditures for Selected Supplementary Remuneration Practices; Finance, Insurance, and Real Estate Industries, 1961.* Washington, GPO, 1964. Pp. 72.

### Labour Laws and Legislation

25. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Minimum Wages, Equal Pay for Equal Work, Hours of Work, Weekly Rest-Day, Holidays, Fair Employment Practices, Notice of Termination of Employment and Workmen's Compensation.* December, 1964. Ottawa, Queen's Printer, 1965. Pp. 45.

26. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Nicaragua.* Washington, 1964. Pp. 99.

27. WANCZYCKI, JAN K. *Quebec Labour Code and the Status of Unions and Collective Agreements.* Quebec, Les Presses de l'Université Laval, 1965. Pp. 5-45.

Extrait de *Relations industrielles*, Vol. 20, n° 2, avril 1965.

The author is employed in the Legislation Branch, Federal Department of Labour. He examines the status of unions and collective agreements under the Quebec Labour Code enacted in 1964, and analyzes the new provisions of the Labour Code with respect to these questions. He also reviews laws and decisions regarding unions and collective agreements in Quebec and in other provinces.

### Labouring Classes

28. COLLOQUE INTERNATIONAL SUR LES ACCIDENTS ELECTRIQUES, PARIS, 1962. *Compte rendu des travaux.* [Genève, Centre international d'informations de sécurité et d'hygiène du travail] 1964. Pp. 281.

Ce Colloque a été organisé à Paris en mai 1962 par CIS avec le concours d'Electricité de France et de l'Institut national de sécurité de France.

29. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Work Stoppages, 1963 . . .* Washington, GPO, 1964. Pp. 47.

Examines trends, size and duration, issues, industries and localities affected, details of major stoppages, chronology of work stoppages involving 10,000 workers or more beginning January 1, 1963.

30. U.S. BUREAU OF LABOR STATISTICS. *Conducting a Labor Force Survey in Developing Countries.* Washington, GPO, 1964. Pp. 177.

Prepared for Agency for International Development.

### Management

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Product Manager System; a Symposium.* New York, 1965. Pp. 126.

The product manager is "planner and coordinator of all major activities relating to his assigned product." A group of business executives in this symposium discussed the best way to make the product manager system work effectively. The appendix contains marketing organization charts and position guides of some companies.

32. U.S. SMALL BUSINESS ADMINISTRATION. *Personality and Success; an Evaluation of Personal Characteristics of Successful Small Business Managers*, by Hal B. Pickle. Washington, GPO, 1964. Pp. 84.

The author suggests that five characteristics can contribute to the success of small business managers. These are drive, thinking ability, human relations ability, communications ability, and technical knowledge.

### Occupations

33. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Metal Working Occupations.* [1st ed.] Ottawa, Queen's Printer, 1964. Pp. 75.

Contents: History and Importance. Fields of Work. Iron and Steel Making. Foundries. Forge Shops. Machining and Related Processes. Sheet Metal Work. Welding. Working Conditions. Entry and Advancement. Preparation and Training. Organizations. Employment Outlook. Seeking Employment. Earnings.

### Unemployment

34. CONFERENCE ON UNEMPLOYMENT AND THE AMERICAN ECONOMY. 1st, BERKELEY, CALIF., 1963. *Unemployment and the American Economy.* Arthur M. Ross, editor. New York, Wiley, 1964. Pp. 216.

This book consists of papers and comments presented at a Conference organized by the Institute of Industrial Relations at the Berkeley campus of the University of California and financed by the Ford Foundation. The Conference included speakers involved in research, policy formulation, and administration, and considered such matters as retraining workers, the U.S. Government's fiscal policy, and the experience of European countries in dealing with unemployment.

35. U.S. BUREAU OF LABOR STATISTICS. *How the Government measures Unemployment.* Washington, GPO, 1964. Pp. [16]

### Wages and Hours

36. U.S. BUREAU OF LABOR STATISTICS. *Employee Earnings in Non-Metropolitan Areas of the South and North Central Regions, June 1962.* Washington, GPO, 1964. Pp. 61.

37. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR PUBLIC CONTRACTS DIVISIONS. *An Evaluation of the Minimum Wage and Maximum Hours Standards of the Fair Labor Standards Act; Report submitted to the Congress in Accordance with the Requirements of Section 4(d) of the Fair Labor Standards Act.* Washington, GPO, 1965. 1 volume (various pagings)

### Women

38. CANADA. WOMEN'S BUREAU. *Fields of Work for Women; Physical Sciences, Earth Sciences, Mathematics.* [Ottawa] 1964. Pp. [47]

39. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON CIVIL AND POLITICAL RIGHTS. *Report.* Washington, GPO, 1964. Pp. 83.

The Committee looked into and made recommendations with respect to 'differences in legal treatment of men and women in regard to political and civil rights, property rights, and family relations'.

40. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON EDUCATION. *Report.* Washington, GPO, 1964. Pp. 71.

The Committee made recommendations on elementary and secondary education for adult women, continuing education for adult women, financial support for continuing education, continuing education during the year at home, guidance and counseling, education for home, health, and family, education for volunteering, and research on the education of women.

41. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON FEDERAL EMPLOYMENT POLICIES AND PRACTICES. *Report.* Washington, GPO, 1963. Pp. 195.

The Committee studied the employment policies and practices of the federal Government. This report contains comments and recommendations on promotion, training, and turnover, part-time employment, health and insurance, military services, the foreign service, etc.

42. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON HOME AND COMMUNITY. *Report.* Washington, GPO, 1963. Pp. 51.

The Committee examined women's role as a homemaker; services needed such as child care services, services related to the home and to employment, etc.

## Miscellaneous

43. CANADA. DEPARTMENT OF JUSTICE. *The Amendment of the Constitution of Canada*. Ottawa, Queen's Printer, 1965. Pp. 129.

Contents: The Constitution of Canada. History of Constitutional Amendment in Canada. History of Efforts to find Amending Formula. The Amending Formula explained. The Amending Formula: an Appraisal.

44. CONFERENCE ON MODELS OF INCOME DETERMINATION, CHAPEL HILL, N.C., 1962. *Models of Income Determination*. Princeton, Princeton University Press, 1964. Pp. 427.

Conference on Research in Income and Wealth Studies in income and wealth, v. 28.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Sponsored Scholarship and Student Loan Plans*, by J. Roger O'Meara. New York, 1964. Pp. 152.

Analyzes 232 scholarship plans sponsored by 181 companies in U.S. and Canada and also analyzes student-loan plans sponsored by 10 companies.

46. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security, 1958-1960*. Geneva, 1964. Pp. 296.

Text in English, French and Spanish.

47. SOULE, GEORGE HENRY. *Introduction to Economic Science*. New York,

Published by the New American Library. 1951. Pp. 138.

The author, an economist, teacher and writer, has written a simple introduction to political economy for the lay reader. Since the book was written for Americans the examples and illustrations chosen are based on American experiences.

48. UNITED NATIONS SEMINAR ON INDUSTRIAL PROGRAMMING, SAO PAULO, 1963. *Report of the United Nations Seminar on Industrial Programming held in Sao Paulo, Brazil, 4-15 March 1963*. New York, United Nations, 1964. Pp. 61.

Seminar organized by U.N. Economic Commission for Latin America and the Centre for Industrial Development.

The Seminar participants exchanged views on their experiences in industrial planning in Latin American countries.

49. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Fidelity Bonding under the Welfare and Pension Plans Disclosure Act*. Washington, GPO, 1964. Pp. 43.

50. U.S. PRESIDENT'S TASK FORCE ON MANPOWER CONSERVATION. *One Third of a Nation; a Report on Young Men found Unqualified for Military Service*. Washington, GPO, 1964. Pp. 35, 51.

The report proposes "a nationwide program for the education, training, and rehabilitation of young men found unqualified for military service."

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## Full Employment Difficult in Russia

Maintaining full employment is becoming difficult for the Soviet Union as younger workers face bleak job prospects, even in areas that until now had been characterized by manpower shortages.

According to a *New York Times* article, the flooding of the labour market by the large postwar generation is a major reason for this problem. Another is the decline in job opportunities resulting from the introduction of new technology and automation. More rational labour allocation is still another explanation—changes in plant planning that allow managers to decide the size of a work force needed to accomplish a specific production goal, rather than the allocation of manpower without regard to actual employment needs by a central planning committee, will also add to job shortages.

Adding to the problem is an educational reform that reduced the years of schooling from 11 to 10. Next year there will be two graduating classes instead of one.

Sociologists have also found that jobs in agriculture and service industries—the two sectors of the economy in greatest need of workers—are not favoured by the nation's youth.

The Soviet's new manpower problem cannot be readily dealt with, because during the Stalin regime all agencies set up to handle labour problems were abolished. Solutions proposed include the establishment of a high-level agency for manpower, automation and training, and a regional labour exchange system designed to inform job-seekers of opportunities in other areas.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 21, 1965

(estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force.....	7,490	648	2,095	2,740	1,300	707
Men.....	5,344	473	1,523	1,916	936	496
Women.....	2,146	175	572	824	364	211
14-19 years.....	1,021	98	295	345	191	92
20-24 years.....	981	100	327	315	156	83
25-44 years.....	3,108	238	891	1,169	519	291
45-64 years.....	2,153	190	534	814	393	222
65 years and over.....	227	22	48	97	41	19
Employed.....	7,279	621	2,010	2,683	1,282	683
Men.....	5,182	451	1,456	1,873	921	481
Women.....	2,097	170	554	810	361	202
Agriculture.....	734	39	144	196	326	29
Non-agriculture.....	6,545	582	1,866	2,487	956	654
Paid workers.....	6,095	527	1,720	2,335	909	604
Men.....	4,236	375	1,224	1,596	620	421
Women.....	1,859	152	496	739	289	183
Unemployed.....	211	27	85	57	18	24
Men.....	162	22	67	43	15	15
Women.....	49	•	18	14	•	•
Persons not in labour force.....	5,684	623	1,719	1,890	915	537
Men.....	1,185	158	356	364	185	122
Women.....	4,499	465	1,363	1,526	730	415

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
AUGUST 21, 1965**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	13,174	2,151	3,752	1,011	3,880	956	1,424
Labour Force.....	7,490	1,021	3,637	909	1,024	672	227
Employed.....	7,279	956	3,564	868	1,012	658	221
Unemployed.....	211	65	73	41	12	14	*
Not in labour force.....	5,684	1,130	115	102	2,856	284	1,197
Participation rate <sup>(2)</sup>							
1965, August 21.....	56.9	47.5	96.9	89.9	26.4	70.3	15.9
1965, July 24.....	57.0	49.4	96.8	90.5	26.3	70.0	15.3
Unemployment rate <sup>(3)</sup>							
1965, August 21.....	2.8	6.4	2.0	4.5	1.2	2.1	*
1965, July 24.....	3.3	8.7	1.9	5.3	1.4	2.0	*

<sup>(1)</sup>Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED AUGUST 21, 1965**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	August 1965	July 1965	August 1964 <sup>(1)</sup>
Total unemployed.....	211	244	246
On temporary layoff up to 30 days.....	15	13	16
Without work and seeking work.....	196	231	230
Seeking full-time work.....	182	208	215
Seeking part-time work.....	14	23	15
Seeking under 1 month.....	66	87	76
Seeking 1-3 months.....	74	81	88
Seeking 4-6 months.....	25	30	25
Seeking more than 6 months.....	31	33	41

<sup>(1)</sup> Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals <sup>(2)</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(3)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7							2,035.1
April.....	53.1	587.3	185.1							2,070.6
May*.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June†.....	57.9	612.4	191.8	33.9	166.8	38.7	311.5	684.9	81.0	2,205.0

#### Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,959.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January.....	53.0	578.5	185.9							2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7							2,109.6
April.....	55.1	592.6	189.4							2,121.4
May*.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June†.....	56.5	599.5	187.7	31.4	154.3	37.3	307.5	664.9	80.3	2,140.3

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June employers in the principal non-agricultural industries reported a total employment of 3,367,620. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.50	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April*.....	132.1	210.8	90.55	124.6	214.2	94.18
May†.....	136.6	210.8	90.56	127.3	213.4	93.82

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964
Province				\$	\$	\$
Atlantic Region.....	114.1	106.3	108.4	74.08	75.83	71.18
Newfoundland.....	150.0	136.4	138.8	80.82	81.70	77.04
Prince Edward Island.....	149.1	122.3	141.2	63.20	64.38	61.26
Nova Scotia.....	100.9	98.1	96.6	71.95	74.17	70.83
New Brunswick.....	112.1	101.6	107.3	73.32	75.17	68.84
Quebec.....	135.4	130.8	129.0	87.97	87.56	84.99
Ontario.....	140.3	136.9	132.1	94.39	94.38	90.12
Prairie Region.....	144.2	137.8	137.3	85.48	85.55	82.60
Manitoba.....	118.9	115.4	116.0	81.37	81.52	78.07
Saskatchewan.....	138.6	130.3	133.5	83.66	83.90	80.62
Alberta (includes Northwest Territories).....	177.0	168.2	164.5	89.49	89.49	86.71
British Columbia (includes Yukon).....	133.7	129.6	123.1	99.98	99.19	94.67
<b>Canada.....</b>	<b>136.6</b>	<b>132.1</b>	<b>129.1</b>	<b>90.56</b>	<b>90.55</b>	<b>86.80</b>
<b>Urban areas</b>						
St. John's.....	165.6	153.8	147.7	69.09	67.12	66.16
Sydney.....	77.8	77.5	75.8	78.95	85.71	85.42
Halifax.....	127.2	127.5	125.4	75.31	76.42	73.55
Moncton.....	113.0	109.9	107.7	70.48	69.88	66.58
Saint John.....	110.4	106.9	105.1	73.75	74.99	70.68
Chicoutimi—Jonquiere.....	117.7	114.1	117.4	104.82	103.16	104.05
Quebec.....	134.0	133.0	128.1	78.10	77.36	74.67
Sherbrooke.....	119.7	119.2	116.6	77.12	77.39	73.20
Shawinigan.....	112.7	109.4	105.0	94.10	92.84	93.63
Three Rivers.....	128.1	123.3	127.5	80.52	79.94	83.32
Drummondville.....	100.5	99.0	94.6	75.31	72.47	67.44
Montreal.....	142.3	140.5	135.1	90.18	89.51	86.84
Ottawa—Hull.....	151.0	144.5	142.5	83.56	83.15	80.36
Kingston.....	144.1	140.6	137.1	89.39	89.64	86.89
Peterborough.....	113.3	111.2	107.1	97.91	96.46	95.25
Oshawa.....	253.1	249.8	226.6	117.28	121.68	106.34
Toronto.....	155.1	152.3	147.4	93.86	93.47	90.70
Hamilton.....	133.2	131.3	125.5	99.72	99.84	96.01
St. Catharines.....	137.3	134.5	123.0	109.21	109.69	101.88
Niagara Falls.....	117.8	110.1	108.1	92.70	93.88	84.95
Brantford.....	105.7	104.6	90.8	90.12	90.10	84.67
Guelph.....	148.5	145.7	128.6	84.92	84.46	81.28
Galt.....	135.7	134.0	130.9	80.75	80.89	76.49
Kitchener.....	157.3	154.4	146.5	83.53	82.97	80.32
Sudbury.....	145.6	144.1	133.9	100.23	99.61	96.47
Timmins.....	86.8	83.5	86.7	81.78	81.13	77.33
London.....	153.7	150.6	148.5	85.68	85.28	83.90
Sarnia.....	138.7	135.7	136.4	111.83	112.93	110.00
Windsor.....	99.3	98.2	85.4	109.56	113.10	103.11
Sault Ste. Marie.....	164.0	160.6	156.2	111.96	113.91	105.54
Fort William—Port Arthur.....	128.1	122.6	116.3	88.81	87.03	88.64
Winnipeg.....	121.6	119.1	117.7	78.35	78.31	76.28
Regina.....	160.3	154.5	155.3	82.26	82.26	80.34
Saskatoon.....	163.1	157.7	151.8	79.35	79.11	76.14
Edmonton.....	230.8	221.6	216.9	83.37	82.95	80.59
Calgary.....	209.6	202.0	185.4	83.60	88.81	86.65
Vancouver.....	135.0	132.8	125.9	97.25	96.89	92.80
Victoria.....	129.4	129.3	121.3	88.54	87.63	85.28

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
							in thousands					
Forestry.....	May 1965 <sup>p</sup>	1.7	0.3	2.2	6.2	19.5	10.5	1.0	0.1	2.4	19.4	63.2
	Apr. 1965 <sup>r</sup>	2.7	0.2	1.6	3.4	7.8	7.7	0.5	0.1	2.1	17.8	43.8
	May 1964	2.9	0.1	2.5	5.8	17.5	10.5	0.3	0.2	2.5	18.1	60.5
Mines, quarries and oil wells.....	May 1965 <sup>p</sup>	6.0	—	8.0	2.4	26.2	34.3	5.2	4.7	18.1	9.1	114.0
	Apr. 1965 <sup>r</sup>	5.7	—	7.9	2.2	25.1	32.8	5.1	4.2	17.3	8.6	108.9
	May 1964	4.3	—	7.5	2.1	24.7	34.1	5.4	3.9	17.1	9.3	108.9
Manufacturing industries.....	May 1965 <sup>p</sup>	12.6	2.6	32.2	25.8	466.9	738.6	47.0	14.1	44.6	112.9	1,497.3
	Apr. 1965 <sup>r</sup>	11.0	1.7	30.8	22.9	425.9	725.9	46.4	13.4	42.7	108.3	1,461.8
	May 1964	11.9	2.4	30.8	26.1	488.2	704.2	45.7	13.6	42.0	106.3	1,441.2
Non-durable goods manufacturing.....	May 1965 <sup>p</sup>	9.8	2.1	17.0	16.5	290.7	322.3	25.4	9.3	24.0	42.0	759.2
	Apr. 1965 <sup>r</sup>	8.6	1.3	15.7	13.9	286.9	316.6	25.3	9.1	23.2	40.2	740.8
	May 1964	9.0	2.0	16.1	16.2	287.0	319.6	25.3	9.3	23.4	40.3	748.2
Durable goods manufacturing.....	May 1965 <sup>p</sup>	2.8	0.5	15.2	9.2	176.1	416.3	21.6	4.8	20.6	70.9	738.1
	Apr. 1965 <sup>r</sup>	2.4	0.5	15.0	9.0	171.8	409.3	21.0	4.4	19.5	68.2	721.0
	May 1964	2.9	0.4	14.7	9.9	171.2	384.6	20.4	4.3	18.6	66.0	693.0
Construction.....	May 1965 <sup>p</sup>	7.8	1.4	11.3	10.3	105.1	136.3	13.4	12.4	30.5	32.1	360.6
	Apr. 1965 <sup>r</sup>	5.3	0.9	9.8	8.1	93.8	121.6	11.2	9.8	25.0	29.8	315.5
	May 1964	7.1	1.4	9.4	8.1	102.5	123.5	15.1	12.2	27.5	27.5	334.4
Transportation, communication and other utilities.....	May 1965 <sup>p</sup>	14.1	2.4	21.1	19.1	159.5	200.9	40.8	26.8	48.0	69.2	601.9
	Apr. 1965 <sup>r</sup>	13.1	2.5	21.0	18.9	154.8	193.8	39.2	24.9	45.8	67.6	581.7
	May 1964	12.9	2.5	21.1	19.0	150.8	197.7	40.7	27.1	47.6	65.1	584.4
Trade.....	May 1965 <sup>p</sup>	14.2	3.7	26.5	21.8	229.4	350.9	47.7	34.8	68.2	89.2	886.3
	Apr. 1965 <sup>r</sup>	13.5	3.4	21.5	21.5	226.5	347.6	47.0	34.1	67.2	88.4	875.2
	May 1964	14.0	3.4	26.3	21.8	220.0	337.3	45.4	33.4	64.7	83.1	849.3
Finance, insurance and real estate.....	May 1965 <sup>p</sup>	1.4	0.5	5.5	4.0	68.0	100.9	11.3	7.0	13.6	21.1	233.2
	Apr. 1965 <sup>r</sup>	1.4	0.5	5.5	4.0	67.7	99.8	11.3	7.0	13.5	20.6	231.1
	May 1964	1.4	0.5	5.3	3.9	64.2	95.4	11.2	6.6	13.6	19.4	221.5
Service (commercial sector) (1).....	May 1965 <sup>p</sup>	5.1	1.6	10.9	7.8	128.5	196.7	24.1	13.9	36.9	54.1	479.6
	Apr. 1965 <sup>r</sup>	4.7	1.4	10.5	7.4	125.1	187.0	23.3	13.7	34.9	51.8	459.8
	May 1964	4.4	1.7	10.8	7.4	117.4	181.9	23.2	13.2	33.6	49.4	443.0
Total—Specified industries.....	May 1965 <sup>p</sup>	62.8	12.6	117.6	97.3	1,203.0	1,769.1	190.6	113.7	262.3	407.1	4,236.1
	Apr. 1965 <sup>r</sup>	57.3	10.8	113.0	88.2	1,159.5	1,716.3	184.0	107.2	248.5	393.0	4,077.8
	May 1964	59.4	12.0	113.7	94.2	1,155.3	1,684.6	187.0	110.2	248.6	378.2	4,043.2

(1) Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).  
<sup>p</sup>Preliminary figures. <sup>r</sup>Revised.  
 Note: Estimates may not add to totals due to rounding.

# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industries	Employment			Average Weekly Wages and Salaries		
	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964
<b>Mining</b>	<b>122.8</b>	<b>118.0</b>	<b>114.8</b>	<b>\$ 108.77</b>	<b>\$ 109.99</b>	<b>\$ 104.98</b>
Metal mining	140.3	136.2	131.4	110.26	110.33	104.17
Gold	60.5	59.8	63.5	92.55	91.96	85.40
Other metal	214.5	207.1	194.4	114.90	115.26	109.87
Fuels	83.6	80.5	76.9	110.00	114.69	113.02
Coal	37.7	38.1	35.2	78.49	87.18	84.68
Oil and natural gas	270.1	252.5	246.2	127.84	131.55	129.45
Non-metal	158.5	145.6	151.9	100.91	100.86	96.08
<b>Manufacturing</b>	<b>127.3</b>	<b>124.6</b>	<b>121.4</b>	<b>\$ 93.82</b>	<b>\$ 91.18</b>	<b>\$ 90.05</b>
Durable goods	138.1	135.5	129.0	101.77	102.89	97.26
Non-durable goods	118.3	115.4	115.0	86.06	86.05	83.28
Food and beverages	120.8	113.1	117.4	82.24	82.56	78.92
Meat products	142.8	138.1	136.0	92.64	89.82	87.73
Canned and preserved fruits and vegetables	102.3	93.7	96.7	72.67	75.56	69.10
Grain mill products	92.4	91.4	95.6	90.17	89.12	87.78
Bread and other bakery products	115.1	113.0	112.0	79.62	77.04	76.29
Distilled and malt liquors	94.0	93.8	97.7	115.85	113.90	110.32
Tobacco and tobacco products	81.9	81.5	90.1	92.91	92.87	85.92
Rubber products	122.6	120.9	117.1	95.04	94.66	92.38
Leather products	88.0	87.9	88.3	60.95	61.71	60.21
Boots and shoes (except rubber)	89.1	89.3	91.6	58.05	59.42	58.02
Other leather products	86.0	85.3	82.2	66.38	66.04	64.65
Textile products (except clothing)	92.5	92.0	89.9	75.40	74.61	71.84
Cotton yarn and broad woven goods	76.2	76.5	77.6	71.87	70.32	67.95
Woolen goods	65.4	64.5	66.9	68.93	68.42	65.77
Synthetic textiles and silk	120.3	119.3	109.0	83.35	82.64	78.77
Clothing (textile and fur)	100.9	101.2	98.3	56.92	57.24	55.67
Men's clothing	109.3	109.0	104.0	55.74	55.57	54.53
Women's clothing	110.9	113.0	106.9	57.43	58.28	56.25
Knit goods	78.3	78.0	76.3	58.27	58.39	56.36
Wood products	118.1	114.1	113.2	80.18	80.64	77.28
Saw and planing mills	118.3	112.6	115.4	83.19	83.67	79.56
Furniture	134.8	133.3	123.7	76.63	77.46	74.52
Other wood products	88.9	84.2	80.9	69.54	69.61	68.88
Paper products	136.6	133.7	131.2	106.71	106.42	104.16
Pulp and paper mills	135.8	131.8	131.2	114.66	114.13	111.91
Other paper products	138.5	138.1	131.4	88.33	89.02	85.62
Printing, publishing and allied industries	130.2	129.1	127.2	101.31	101.91	97.84
Iron and steel products	132.7	130.1	121.5	105.66	106.14	101.96
Agricultural implements	85.2	85.4	74.5	109.86	112.52	109.80
Fabricated and structural steel	183.4	174.5	154.7	105.90	105.58	102.79
Hardware and tools	134.5	133.9	128.3	91.99	92.61	88.22
Heating and cooking appliances	117.9	108.1	107.5	89.61	89.69	86.67
Iron castings	119.8	117.7	108.9	103.60	104.28	97.77
Machinery, industrial machinery	160.8	158.7	143.2	101.49	102.49	99.00
Primary iron and steel	151.9	149.1	143.7	121.30	122.09	116.34
Sheet metal products	131.1	126.3	121.0	103.54	102.22	98.73
Wire and wire products	140.2	139.0	128.4	102.81	102.03	101.36
Transportation equipment	139.1	139.1	129.8	113.90	115.60	106.84
Aircraft and parts	231.1	225.9	252.1	110.90	112.02	108.11
Motor vehicles	172.7	171.4	147.9	131.41	137.72	124.26
Motor vehicle parts and accessories	180.0	177.8	157.6	112.73	113.64	103.81
Railroad and rolling stock equipment	62.0	64.2	59.2	97.24	95.60	93.07
Shipbuilding and repairing	149.6	153.3	146.5	103.50	101.88	93.78
Non-ferrous metal products	135.7	132.7	133.6	103.63	104.28	99.87
Aluminum products	138.3	135.8	148.2	100.16	100.87	96.79
Brass and copper products	108.2	106.8	117.4	99.62	99.28	97.45
Smelting and refining	150.5	146.1	144.8	113.39	114.33	110.54
Electrical apparatus and supplies	171.7	169.4	157.9	98.32	98.17	94.21
Heavy electrical machinery	127.5	126.0	118.1	106.21	105.67	102.88
Telecommunication equipment	294.9	290.3	276.3	94.08	94.46	89.47
Non-metallic mineral products	171.0	163.3	160.2	98.91	98.05	95.32
Clay products	98.9	96.0	93.1	89.84	90.12	84.77
Glass and glass products	194.7	189.7	179.8	93.69	93.85	91.00
Products of petroleum and coal	147.1	140.1	144.6	134.03	135.50	131.45
Petroleum refining and products	150.4	143.5	147.1	134.71	136.19	132.68
Chemical products	148.3	144.8	140.8	108.30	108.20	104.82
Medical and pharmaceutical preparations	138.2	135.0	128.3	97.02	97.39	93.16
Acids, alkalis and salts	168.2	162.9	158.7	121.08	120.59	117.91
Other chemical products	146.4	143.1	139.6	107.57	107.49	103.86
Miscellaneous manufacturing industries	165.4	163.4	161.8	80.49	80.76	79.55
<b>Construction</b>	<b>140.3</b>	<b>125.4</b>	<b>129.1</b>	<b>\$ 100.32</b>	<b>\$ 100.91</b>	<b>\$ 95.68</b>
Building and general engineering	146.2	134.4	129.0	107.04	107.87	101.90
Highways, bridges and streets	130.5	110.5	129.2	87.84	86.90	85.65
<b>Electric and motor transportation</b>	<b>159.9</b>	<b>157.3</b>	<b>149.2</b>	<b>\$ 94.70</b>	<b>\$ 94.33</b>	<b>\$ 92.72</b>
<b>Service</b>	<b>203.7</b>	<b>196.3</b>	<b>183.5</b>	<b>\$ 64.58</b>	<b>\$ 64.26</b>	<b>\$ 61.11</b>
Hotels and restaurants	171.7	163.5	155.8	47.93	48.06	46.03
Laundries and dry cleaning plants	172.0	168.5	158.8	57.00	56.72	54.60
Business service	373.7	367.3	335.7	92.73	91.40	88.79
<b>Industrial composite</b>	<b>136.6</b>	<b>132.1</b>	<b>129.1</b>	<b>\$ 90.56</b>	<b>\$ 90.55</b>	<b>\$ 86.80</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	May 1965	April 1965	May 1964	May 1965	April 1965	May 1964
				\$	\$	\$
Newfoundland.....	42.4	42.2	39.6	1.74	1.80	1.74
Nova Scotia.....	40.8	40.6	41.9	1.76	1.82	1.73
New Brunswick.....	42.1	41.6	41.9	1.69	1.81	1.59
Quebec.....	41.6	41.6	42.2	1.87	1.86	1.81
Ontario.....	41.3	41.5	41.5	2.24	2.25	2.13
Manitoba.....	40.4	40.0	40.3	1.90	1.89	1.84
Saskatchewan.....	39.8	39.4	39.6	2.16	2.16	2.08
Alberta (includes Northwest Territories).....	40.0	40.0	40.6	2.16	2.14	2.10
British Columbia (includes Yukon Territory).....	37.8	37.9	38.8	2.59	2.59	2.43

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

## TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.4
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April*.....	41.1	2.11	86.96	208.3	151.0
May†.....	41.0	2.11	86.58	207.4	149.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

Source: Man-Hours and Hourly Earnings, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964	May 1965	Apr. 1965	May 1964
<b>Mining</b> .....	<b>41.9</b>	<b>42.2</b>	<b>42.0</b>	<b>\$ 2.39</b>	<b>\$ 2.39</b>	<b>\$ 2.30</b>	<b>\$ 100.24</b>	<b>\$ 100.97</b>	<b>\$ 96.55</b>
Metal mining.....	42.0	42.1	41.5	2.48	2.48	2.37	104.36	104.25	98.45
Gold.....	42.9	42.9	42.3	1.98	1.98	1.87	85.03	84.89	78.99
Other metal.....	41.8	41.9	41.2	2.63	2.62	2.54	109.73	109.80	104.83
Fuels.....	38.9	41.7	42.8	2.25	2.22	2.17	87.50	92.67	92.85
Coal.....	38.6	43.5	43.4	1.95	1.96	1.90	75.21	85.24	82.65
Oil and natural gas.....	39.4	38.3	41.7	2.73	2.81	2.67	107.58	107.53	111.36
Non-metal.....	44.3	43.3	43.6	2.18	2.20	2.11	96.49	95.41	92.25
<b>Manufacturing</b> .....	<b>41.0</b>	<b>41.1</b>	<b>41.4</b>	<b>2.11</b>	<b>2.11</b>	<b>2.02</b>	<b>\$ 86.58</b>	<b>\$ 86.96</b>	<b>\$ 83.55</b>
Durable goods.....	41.8	42.0	42.1	2.29	2.30	2.18	95.50	96.45	91.95
Non-durable goods.....	40.3	40.2	40.8	1.92	1.92	1.84	77.28	77.03	75.23
Food and beverages.....	41.1	40.4	41.1	1.82	1.85	1.75	75.07	74.84	71.91
Meat products.....	41.4	40.1	41.2	2.13	2.11	2.01	88.38	84.52	82.68
Canned and preserved fruits and vegetables.....	39.0	40.2	40.0	1.58	1.62	1.48	61.77	64.97	59.29
Grain mill products.....	42.3	41.7	42.7	2.01	1.99	1.95	84.99	83.09	83.20
Bread and other bakery products.....	41.2	40.4	41.2	1.79	1.76	1.72	73.63	71.15	70.88
Distilled liquors.....	43.1	40.5	41.1	2.46	2.44	2.34	106.04	99.05	96.02
Malt liquors.....	40.1	39.8	39.7	2.58	2.59	2.54	103.45	103.23	100.82
Tobacco and tobacco products.....	37.5	37.5	37.3	2.31	2.31	2.13	86.63	86.64	79.56
Rubber products.....	41.3	41.5	42.1	2.13	2.12	2.06	87.98	87.81	86.51
Leather products.....	38.2	38.9	39.8	1.45	1.44	1.38	55.19	56.15	55.08
Boots and shoes (except rubber).....	37.3	38.5	39.5	1.41	1.41	1.35	52.47	54.07	53.16
Other leather products.....	39.8	39.8	40.5	1.52	1.52	1.46	60.50	60.26	59.02
Textile products (except clothing).....	42.1	41.7	42.7	1.63	1.61	1.52	68.54	67.24	65.04
Cotton yarn and broad woven goods.....	40.9	40.0	41.7	1.66	1.64	1.51	67.94	65.73	63.19
Woolen goods.....	43.1	42.9	43.0	1.47	1.46	1.41	63.25	62.79	60.47
Synthetic textiles and silk.....	42.4	42.2	43.4	1.76	1.74	1.64	74.63	73.27	70.99
Clothing (textile and fur).....	37.6	37.9	38.6	1.37	1.37	1.31	51.33	51.85	50.46
Men's clothing.....	37.8	37.8	38.6	1.35	1.35	1.30	51.11	50.93	50.12
Women's clothing.....	35.5	36.4	36.6	1.45	1.47	1.40	51.60	53.43	51.26
Knit goods.....	41.2	41.3	41.7	1.28	1.27	1.22	52.62	52.66	50.74
*Wood products.....	40.9	41.2	42.0	1.84	1.85	1.76	75.32	76.22	73.76
Saw and planing mills.....	40.3	40.5	41.5	1.95	1.98	1.87	78.84	79.92	77.51
Furniture.....	42.0	42.8	42.8	1.69	1.69	1.60	70.64	72.10	68.40
Other wood products.....	41.5	41.7	43.2	1.55	1.53	1.48	64.39	64.07	63.84
Paper products.....	41.6	41.5	42.0	2.41	2.41	2.34	100.30	99.78	98.40
Pulp and paper mills.....	41.8	41.5	42.1	2.59	2.59	2.51	108.25	107.35	105.88
Other paper products.....	41.0	41.4	41.6	1.95	1.96	1.89	80.06	81.09	78.48
Printing, publishing and allied industries.....	38.9	39.2	39.0	2.57	2.57	2.50	99.90	100.96	97.47
*Iron and steel products.....	41.9	42.1	42.2	2.41	2.41	2.31	100.80	101.50	97.52
Agricultural implements.....	40.5	41.6	42.2	2.53	2.55	2.45	102.43	106.17	103.69
Fabricated and structural steel.....	42.2	42.3	42.5	2.30	2.30	2.22	97.23	97.17	94.63
Hardware and tools.....	42.6	42.8	43.4	2.01	2.01	1.90	85.72	86.21	82.46
Heating and cooking appliances.....	40.4	40.8	40.4	2.02	2.01	1.99	81.63	81.78	80.43
Iron castings.....	42.6	43.0	42.5	2.36	2.36	2.23	100.62	101.36	94.86
Machinery, industrial.....	42.6	43.1	42.9	2.26	2.27	2.17	96.12	97.76	93.28
Primary iron and steel.....	41.3	41.6	41.6	2.84	2.84	2.71	117.26	118.17	112.95
Sheet metal products.....	42.0	41.6	42.0	2.33	2.31	2.22	98.11	96.22	93.33
Wire and wire products.....	42.3	42.2	43.1	2.29	2.28	2.25	97.00	96.26	96.92
*Transportation equipment.....	42.5	43.0	42.5	2.55	2.57	2.40	108.28	110.44	101.70
Aircraft and parts.....	41.1	41.6	42.4	2.38	2.39	2.34	98.08	99.48	99.43
Motor vehicles.....	44.5	46.2	44.4	2.80	2.86	2.67	124.83	132.47	118.72
Motor vehicle parts and accessories.....	42.8	43.1	42.6	2.54	2.54	2.34	108.76	109.69	99.57
Railroad and rolling stock equipment.....	40.2	39.9	41.0	2.36	2.34	2.23	95.08	93.63	91.29
Shipbuilding and repairing.....	41.4	41.1	40.4	2.46	2.44	2.27	101.63	100.29	91.95
*Non-ferrous metal products.....	41.1	41.3	41.2	2.35	2.34	2.27	96.42	96.70	93.63
Aluminum products.....	41.2	41.4	41.9	2.10	2.09	2.05	86.65	86.35	85.77
Brass and copper products.....	42.8	42.5	42.6	2.17	2.16	2.18	92.91	91.99	92.75
Smelting and refining.....	40.8	41.0	40.7	2.63	2.62	2.52	107.14	107.35	102.56
*Electrical apparatus and supplies.....	40.9	40.8	40.9	2.09	2.08	2.00	85.42	85.11	81.83
Heavy electrical machinery and equipment.....	41.2	41.5	41.7	2.33	2.32	2.25	96.06	96.37	93.89
Telecommunication equipment.....	39.6	39.5	39.8	1.86	1.86	1.76	73.67	73.49	69.87
*Non-metallic mineral products.....	43.3	42.8	43.9	2.16	2.15	2.06	93.57	91.79	90.15
Clay products.....	42.5	41.8	42.7	1.98	1.99	1.85	84.05	83.06	79.17
Glass and glass products.....	40.9	41.2	41.2	2.17	2.16	2.08	88.77	89.03	85.42
Products of petroleum and coal.....	42.2	42.2	42.2	2.92	2.93	2.87	123.24	123.53	121.10
Petroleum refining and products.....	42.1	42.2	42.2	2.95	2.96	2.91	124.33	124.60	123.05
Chemical products.....	41.2	41.1	41.3	2.30	2.28	2.23	94.70	93.77	92.20
Medicinal and pharmaceutical preparations.....	40.0	39.9	39.6	1.82	1.81	1.74	72.72	71.93	69.00
Acids, alkalis and salts.....	41.0	40.7	41.5	2.65	2.65	2.57	108.73	107.88	106.53
Miscellaneous manufacturing industries.....	40.7	40.9	41.7	1.69	1.68	1.66	69.89	68.85	68.98
<b>Construction</b> .....	<b>40.8</b>	<b>40.1</b>	<b>42.1</b>	<b>2.40</b>	<b>2.45</b>	<b>2.22</b>	<b>\$ 97.98</b>	<b>\$ 98.18</b>	<b>\$ 93.64</b>
Building and general engineering.....	40.1	40.1	41.1	2.61	2.63	2.43	104.48	105.32	99.62
Highways, bridges and streets.....	42.3	40.0	44.1	1.97	2.00	1.86	83.54	80.18	82.02
<b>Electric and motor transportation</b> .....	<b>43.8</b>	<b>44.3</b>	<b>45.0</b>	<b>2.13</b>	<b>2.12</b>	<b>2.07</b>	<b>\$ 93.10</b>	<b>\$ 94.06</b>	<b>\$ 93.14</b>
<b>Service</b> .....	<b>36.6</b>	<b>36.5</b>	<b>37.1</b>	<b>1.27</b>	<b>1.27</b>	<b>1.20</b>	<b>\$ 46.47</b>	<b>\$ 46.14</b>	<b>\$ 44.75</b>
Hotels and restaurants.....	36.0	36.0	36.3	1.22	1.22	1.17	44.09	43.90	42.42
Laundries and dry cleaning plants.....	40.1	40.4	40.7	1.22	1.21	1.14	48.96	48.84	46.24

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 867.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND**

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
August 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
August 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965 <sup>(1)</sup> .....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965 <sup>(1)</sup> .....	40,318	30,236	70,554	173,158	111,601	284,759

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH JULY 1964-JULY 1965**

(Source: National Employment Service, Department of Labour.)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—July.....	237,632	111,717	97,585	53,022	81,610	42,217
1964—August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July <sup>(1)</sup> .....	213,029	105,862	91,126	48,495	73,347	38,034

<sup>(1)</sup>Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING JULY 1965<sup>(1)</sup>**

(Source: National Employment Service, Department of Labour.)

Industry Group	Male	Female	Total	Change from July 1964
<b>Agriculture, Fishing, Trapping.....</b>	<b>12,753</b>	<b>9,066</b>	<b>21,819</b>	<b>— 6,821</b>
<b>Forestry .....</b>	<b>1,951</b>	<b>29</b>	<b>1,980</b>	<b>— 988</b>
<b>Mining, Quarrying and Oil Wells .....</b>	<b>1,018</b>	<b>58</b>	<b>1,106</b>	<b>+ 163</b>
Metal Mining.....	568	16	584	+ 33
Fuels.....	197	25	222	+ 59
Non-Metal Mining.....	81	—	81	+ 6
Quarrying, Clay and Sand Pits.....	136	4	140	+ 75
Prospecting.....	66	13	79	— 10
<b>Manufacturing.....</b>	<b>15,067</b>	<b>7,726</b>	<b>22,793</b>	<b>— 1,519</b>
Food and Beverages.....	3,018	3,276	6,294	— 430
Tobacco and Tobacco Products.....	6	9	15	— 28
Rubber Products.....	120	33	153	— 88
Leather Products.....	172	153	325	— 68
Textile Products (except clothing).....	514	330	844	+ 53
Clothing (textile and fur).....	324	1,143	1,467	— 536
Wood Products.....	1,893	193	2,086	— 12
Paper Products.....	1,357	265	1,622	+ 67
Printing, Publishing and Allied Industries.....	372	392	764	— 78
Iron and Steel Products.....	3,116	407	3,523	+ 8
Transportation Equipment.....	1,537	266	1,803	— 230
Non-Ferrous Metal Products.....	487	137	624	— 20
Electrical Apparatus and Supplies.....	471	409	880	+ 52
Non-Metallic Mineral Products.....	616	75	691	— 32
Products of Petroleum and Coal.....	68	14	82	+ 22
Chemical Products.....	530	232	762	— 114
Miscellaneous Manufacturing Industries.....	466	392	858	— 115
<b>Construction.....</b>	<b>12,681</b>	<b>220</b>	<b>12,901</b>	<b>+ 699</b>
General Contractors.....	8,469	137	8,606	+ 703
Special Trade Contractors.....	4,212	83	4,295	— 4
<b>Transportation, Storage and Communication.....</b>	<b>5,499</b>	<b>461</b>	<b>5,960</b>	<b>— 2,149</b>
Transportation.....	4,974	236	5,210	— 2,113
Storage.....	395	97	492	— 47
Communication.....	130	128	258	+ 11
<b>Public Utility Operation.....</b>	<b>350</b>	<b>38</b>	<b>418</b>	<b>+ 57</b>
<b>Trade.....</b>	<b>8,736</b>	<b>5,013</b>	<b>13,749</b>	<b>— 305</b>
Wholesale.....	3,972	1,377	5,349	— 245
Retail.....	4,764	3,636	8,400	— 60
<b>Finance, Insurance and Real Estate.....</b>	<b>685</b>	<b>1,209</b>	<b>1,894</b>	<b>+ 109</b>
<b>Service.....</b>	<b>14,547</b>	<b>14,214</b>	<b>28,761</b>	<b>— 1,659</b>
Community or Public Service.....	957	1,541	2,498	+ 354
Government Service.....	3,559	1,170	4,729	— 649
Recreation Service.....	2,451	270	2,721	— 658
Business Service.....	3,024	860	3,884	+ 276
Personal Service.....	4,556	10,373	14,929	— 982
<b>Grand Total.....</b>	<b>73,347</b>	<b>38,034</b>	<b>111,381</b>	<b>—12,446</b>

<sup>(1)</sup>Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,  
AS AT JULY 30, 1965<sup>(1)</sup>**

(SOURCE: National Employment Service, Department of Labour).

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	7,486	2,397	9,883
Clerical Workers.....	18,648	48,773	67,421
Sales Workers.....	6,711	15,503	22,214
Personal & Domestic Service Workers.....	26,352	22,576	48,928
Seamen.....	505	4	509
Agriculture, Fishing, Forestry (Ex. log.).....	5,116	1,147	6,263
Skilled and Semi-Skilled Workers.....	62,070	14,362	76,432
Food and kindred products (incl. tobacco).....	671	358	1,029
Textiles, clothing, etc.....	1,374	8,428	9,802
Lumber and lumber products.....	4,452	107	4,559
Pulp, paper (incl. printing).....	935	342	1,277
Leather and leather products.....	625	671	1,296
Stone, clay & glass products.....	134	35	169
Metalworking.....	8,356	927	9,283
Electrical.....	1,192	1,292	2,484
Transportation equipment.....	1,635	103	1,738
Mining.....	646	—	646
Construction.....	10,638	2	10,640
Transportation (except seamen).....	11,191	106	11,297
Communications & public utility.....	314	2	316
Trade and service.....	3,059	1,122	4,211
Other skilled and semi-skilled.....	11,448	642	12,090
Foremen.....	1,297	223	1,520
Apprentices.....	4,073	2	4,075
Unskilled Workers.....	80,833	27,492	108,325
Food and tobacco.....	3,136	4,852	7,988
Lumber & lumber products.....	4,778	355	5,133
Metalworking.....	3,409	613	4,022
Construction.....	30,668	—	30,668
Other unskilled workers.....	38,842	21,672	60,514
GRAND TOTAL.....	207,721	132,254	339,975

<sup>(1)</sup>Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT JULY 30, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) July 30, 1965	Previous Year July 31, 1964		(1) July 30, 1965	Previous Year July 31, 1964
<b>Newfoundland</b> .....	<b>6,488</b>	<b>7,858</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,355	1,646	Sherbrooke.....	3,966	3,445
Grand Falls.....	436	561	Sorel.....	1,498	1,597
St. John's.....	4,697	5,651	Thetford Mines.....	1,503	1,468
<b>Prince Edward Island</b> .....	<b>1,241</b>	<b>1,445</b>	Trois-Rivières.....	3,031	3,032
Charlottetown.....	674	934	Val-d'Or.....	889	940
Summerside.....	567	511	Valleyfield.....	1,351	1,550
<b>Nova Scotia</b> .....	<b>12,144</b>	<b>12,786</b>	Victoriaville.....	1,325	1,574
Amherst.....	441	477	Ville St. Georges.....	1,211	1,518
Bridgewater.....	541	481	<b>Ontario</b> .....	<b>124,241</b>	<b>127,066</b>
Halifax.....	3,866	4,688	Arnprior.....	243	183
Inverness.....	229	215	Barrie.....	823	848
Kentville.....	716	910	Belleville.....	1,232	1,056
Liverpool.....	342	259	Bracebridge.....	224	312
New Glasgow.....	1,607	1,152	Brampton.....	1,476	1,011
Springhill.....	276	284	Brantford.....	2,374	2,020
Sydney.....	2,512	2,339	Brockville.....	252	443
Sydney Mines.....	460	483	Carleton Place.....	184	317
Truro.....	678	855	Chatham.....	1,806	1,512
Yarmouth.....	476	643	Cobourg.....	884	965
<b>New Brunswick</b> .....	<b>10,078</b>	<b>11,102</b>	Collingwood.....	512	404
Bathurst.....	1,022	969	Cornwall.....	2,165	2,259
Campbellton.....	807	1,141	Elliot Lake.....	211	291
Edmundston.....	614	451	Fort Erie.....	239	295
Fredericton.....	816	995	Fort Frances.....	222	249
Minto.....	155	170	Fort William.....	868	1,150
Moncton(2).....	2,404	2,662	Galt.....	1,023	1,166
Newcastle.....	1,038	863	Gananoque.....	154	204
Saint John.....	2,178	2,701	Goderich.....	285	213
St. Stephen.....	468	542	Guelph.....	1,149	1,086
Sussex.....	226	203	Hamilton.....	9,657	8,675
Woodstock.....	350	405	Hawkesbury.....	309	311
<b>Quebec</b> .....	<b>112,857</b>	<b>122,656</b>	Kapuskasing.....	413	332
Alma.....	1,216	1,236	Kenora.....	498	326
Asbestos.....	234	332	Kingston.....	1,378	1,314
Baie Comeau.....	579	461	Kirkland Lake.....	531	403
Beauharnois.....	1,311	1,424	Kitchener.....	1,895	2,295
Buckingham.....	374	390	Leamington.....	467	485
Causapscal.....	576	644	Lindsay.....	621	967
Chandler.....	940	895	Listowel.....	73	141
Chicoutimi.....	1,759	1,625	London.....	3,678	3,036
Cowansville.....	371	326	Long Branch.....	3,220	2,834
Dolbeau.....	668	753	Midland.....	255	288
Drummondville.....	1,464	1,424	Napanea.....	246	229
Farnham.....	231	199	New Liskeard.....	231	291
Forestville.....	257	209	Newmarket.....	751	753
Gaspé.....	541	521	Niagara Falls.....	1,254	1,099
Granby.....	1,727	2,018	North Bay.....	1,907	729
Hull.....	2,672	2,168	Oakville.....	1,907	918
Joliette.....	3,507	4,868	Orillia.....	509	529
Jonquière.....	2,140	2,228	Oshawa.....	5,989	10,218
Lachute.....	425	340	Ottawa.....	5,086	5,273
Lac-Mégantic.....	540	462	Owen Sound.....	748	732
La Malbaie.....	871	550	Perry Sound.....	76	146
La Tuque.....	499	466	Pembroke.....	874	803
Lévis.....	2,045	2,300	Perth.....	216	291
Louisville.....	519	502	Peterborough.....	1,596	1,668
Magog.....	514	382	Picton.....	155	176
Maniwaki.....	306	313	Port Arthur.....	1,092	1,507
Matane.....	654	633	Port Colborne.....	429	623
Mont-Laurier.....	367	449	Prescott.....	594	539
Montmagny.....	743	825	Res. Crew.....	455	564
Montréal.....	43,768	50,412	St. Catharines.....	3,878	4,557
New Richmond.....	535	835	St. Thomas.....	756	669
Port Alfred.....	410	453	Sarnia.....	2,097	1,844
Québec.....	8,965	10,079	Sault Ste. Marie.....	2,045	1,474
Rimouski.....	1,188	1,174	Simcoe.....	279	1,132
Rivière-du-Loup.....	1,138	1,793	Smiths Falls.....	270	271
Roberval.....	944	1,285	Stratford.....	270	203
Rouyn.....	1,752	1,420	Sturgeon Falls.....	238	297
Ste. Agathe des Monts.....	224	266	Sudbury.....	1,776	2,189
Ste. Anne de Bellevue.....	700	597	Tillsonburg.....	405	565
Ste. Thérèse.....	1,861	1,388	Timmins.....	1,124	1,008
St. Hyacinthe.....	1,162	1,187	Toronto.....	33,094	32,748
St. Jean.....	1,960	1,777	Trenton.....	630	836
St. Jérôme.....	1,636	2,024	Walkerton.....	325	601
Sept-Îles.....	1,006	929	Wallaceburg.....	260	601
Shawinigan.....	2,784	2,970	Welland.....	1,953	2,474
			Weston.....	2,884	3,000
			Windsor.....	8,266	7,661
			Woodstock.....	370	541

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT JULY 30, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) July 30, 1965	Previous Year July 31, 1964		(a) July 30, 1965	Previous Year July 31, 1964
<b>Manitoba</b> .....	<b>13,684</b>	<b>14,984</b>	<b>British Columbia</b> .....	<b>34,883</b>	<b>38,208</b>
Brandon.....	828	781	Chilliwack.....	702	840
Dauphin.....	373	382	Courtenay.....	464	411
Flin Flon.....	127	132	Cranbrook.....	363	410
Portage la Prairie.....	470	427	Dawson Creek.....	729	718
The Pas.....	212	231	Duncan.....	582	386
Winnipeg.....	11,674	13,031	Kamloops.....	1,211	1,953
<b>Saskatchewan</b> .....	<b>7,430</b>	<b>7,52</b>	Kelowna.....	1,081	695
Estevan.....	123	174	Mission City.....	634	600
Lloydminster.....	92	107	Nanaimo.....	625	586
Moose Jaw.....	589	741	Nelson.....	501	462
North Battleford.....	605	573	New Westminster.....	5,071	4,761
Prince Albert.....	754	902	Penticton.....	981	813
Regina.....	2,011	2,184	Port Alberni.....	403	511
Saskatoon.....	2,211	1,937	Prince George.....	1,130	1,599
Swift Current.....	299	214	Prince Rupert.....	842	659
Weyburn.....	160	106	Quesnel.....	360	435
Yorkton.....	586	582	Trail.....	538	524
<b>Alberta</b> .....	<b>16,929</b>	<b>18,738</b>	Vancouver.....	15,286	18,466
Blairmore.....	281	308	Vernon.....	884	574
Calgary.....	5,962	6,577	Victoria.....	2,326	2,577
Drumheller.....	148	278	Whitehorse.....	170	228
Edmonton.....	7,322	8,447			
Edson.....	147	143	<b>CANADA</b> .....	<b>339,975</b>	<b>362,363</b>
Grande Prairie.....	525	567			
Lethbridge.....	1,196	1,022	Males.....	207,721	233,564
Medicine Hat.....	594	711	Females.....	132,254	128,799
Red Deer.....	754	685			

(a) Preliminary.

(a) Includes 162 registrations reported by the Iles-de-la-Madeleine, Que. local office.

## Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from the operations of the local offices of the National Employment Service. They are based on vacancies (job openings reported to NES offices) and registrations (applications for employment).

The NES reporting system is designed for operational purposes and, therefore, the statistics given must be interpreted in the light of the effect which operating practices have on statistical data.

The data are compiled within NES in two basic groupings. The first is by broad industrial groups according to the standard industrial classification and these statistics reflect the total work load (vacancies notified, registrations for employment, placements effected, etc.) during the whole reporting period. Tables D-2 and D-3 are based on these data. The other grouping is by occupations according to the Dictionary of Occupational Titles published by the United States Employment Service. This classification system is designed for personnel selection and differs from other occupational groupings such as those used in the census. The NES inventory of unfilled vacancies and registrations on hand for employment at a specific point in time is compiled by such occupational groups and Tables D-1, D-4 and D-5 are derived from this source. *It is important to note* that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the NES basic reports and an even greater consolidation being effected in the "D" tables.

In any reading of these statistics it is important to be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, while NES coverage of persons looking for work is quite extensive, and a good overall indicator of movements in total labour supply, the coverage in the various occupational groups (Table D-4) is not uniform and data may not, therefore, be representative of labour supply within individual occupational groups. Finally, because there is no legal requirement for employers to notify job vacancies to NES, the coverage of vacancies is smaller than that for applications for employment. Thus, the vacancies notified series does not provide an accurate indication of the extent of labour demand. While it is reliably estimated that upwards of 30 per cent of all job vacancies are notified to NES, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to tables D-1 to D-5:

### Table D-1:

- (a) *Unfilled Vacancies* represent an inventory of employers vacancies unfilled at the close of business on the day indicated. Deferred vacancies, those on which employers are not prepared to accept referrals within 31 days, are excluded from this series. NES local offices act on vacancies as soon as possible after they are received,

so that unfilled vacancies only represent a proportion of vacancies notified to the local offices and consist of three main groups:

- (1) Those notified to the office shortly before the inventory is taken, or
- (2) Those on which applicants have been referred but the employers have not yet confirmed placements, and
- (3) Those that are difficult to fill because of a local (or wider) occupational shortage or because of particular working conditions.

Unfilled vacancies are, consequently, a biased sample of vacancies notified.

- (b) *Registrations on Hand* represent an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but are seeking other work or those who have registered for employment in advance of their availability.

### Table D-2:

- (a) *Registrations Received* consists of both new and renewal applications for employment received during the period. An individual may register more than once in a period and the figures do not, therefore, reflect the total number of persons registering in a reporting period.
- (b) *Vacancies Notified* are the total job openings notified to local offices during the period indicated.
- (c) *Placements Effected* show the total job vacancies filled by workers referred by NES during the reporting period. As a proportion of the vacancies are for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

### Table D-3:

This presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, since such changes can result from seasonal shifts in hirings, variations in labour turnover rates or even a difference in the number of working days in the month from one year to the next. Also placement coverage varies considerably from industry to industry.

### Table D-4:

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see note to D-1 in para. 6). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

### Table D-5:

This table presents registrations on hand by local office areas. The figures *do not* relate exclusively to the municipalities concerned but reflect the total of registrations on hand from the entire areas served by the NES offices located in the cities and towns shown in the table.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592, June issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1965—May.....	4,373,000	4,143,500	229,500
April.....	4,487,000	4,024,100	462,900
March.....	4,521,000	3,982,000	539,000
February.....	4,499,000	3,939,800	559,200
January.....	4,487,000	3,939,200	547,800
1964—December.....	4,475,500	3,996,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
JUNE 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,379	1,154	225	1,845	915	930	465
Prince Edward Island.....	289	191	98	305	214	91	112
Nova Scotia.....	2,874	2,031	843	3,009	1,951	1,058	957
New Brunswick.....	2,416	1,736	680	3,070	1,960	1,110	752
Quebec.....	24,976	16,978	7,998	25,952	16,540	9,412	10,847
Ontario.....	25,977	18,646	7,331	22,445	13,565	8,880	12,032
Manitoba.....	2,009	1,530	479	2,276	1,459	817	533
Saskatchewan.....	1,079	842	237	1,166	696	470	338
Alberta.....	2,863	2,093	770	3,232	1,904	1,328	982
British Columbia (incl. Yukon Terri- tory).....	8,152	5,743	2,409	9,268	5,562	3,706	2,597
Total, Canada, June 1965.....	72,014	50,944	21,070	72,568	44,766	27,802	29,615
Total, Canada, May 1965.....	93,342	67,760	25,582	110,312	82,175	28,137	30,169
Total, Canada, June 1964.....	86,827	58,236	28,591	84,723	55,440	29,283	34,835

\* In addition, revised claims received numbered 29,313.

† In addition, 30,801 revised claims were disposed of. Of these 2,658 were special requests not granted and 1,470 appeals by claimants. There were 6,505 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
JUNE 30, 1965**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	May 31, 1965	June 30, 1964
CANADA.....	180,600	64,325	52,846	40,598	22,921	229,467	201,919
Male.....	106,056	39,641	32,087	21,933	12,395	151,162	127,241
Female.....	74,634	24,684	20,759	18,665	10,526	78,305	74,678
Newfoundland.....	4,988	1,453	1,616	1,352	567	9,140	6,528
Male.....	3,825	1,131	1,330	1,061	303	7,953	5,342
Female.....	1,163	322	286	291	264	1,187	1,186
Prince Edward Island.....	717	281	185	153	98	1,206	694
Male.....	457	168	125	106	58	862	466
Female.....	260	113	60	47	40	344	228
Nova Scotia.....	8,888	2,676	2,884	2,129	1,199	11,598	9,467
Male.....	6,287	1,888	2,298	1,342	759	8,750	6,837
Female.....	2,601	788	586	787	440	2,848	2,630
New Brunswick.....	7,467	2,253	2,149	1,988	1,077	11,541	8,303
Male.....	5,362	1,714	1,621	1,412	615	8,715	5,834
Female.....	2,105	539	528	576	462	2,826	2,469
Quebec.....	60,699	22,446	19,014	12,795	6,444	79,378	65,459
Male.....	40,237	15,192	13,179	8,280	3,586	58,118	43,605
Female.....	20,462	7,254	5,835	4,515	2,858	21,260	21,854
Ontario.....	57,908	22,833	14,998	12,483	7,594	62,432	63,598
Male.....	28,037	11,972	6,719	5,374	3,972	32,960	35,038
Female.....	29,871	10,861	8,279	7,109	3,622	29,472	28,560
Manitoba.....	7,264	1,716	2,052	2,252	1,244	10,068	7,726
Male.....	3,975	1,080	1,148	1,065	682	6,140	4,547
Female.....	3,289	636	904	1,187	562	3,928	3,179
Saskatchewan.....	3,788	1,198	1,027	933	630	5,619	3,586
Male.....	1,765	570	491	412	292	3,389	1,850
Female.....	2,023	628	536	521	338	2,230	1,736
Alberta.....	9,135	2,651	3,124	2,156	1,204	13,386	10,691
Male.....	5,140	1,538	1,936	1,021	645	8,892	6,807
Female.....	3,995	1,113	1,188	1,135	559	4,494	3,884
British Columbia.....	19,836	6,818	5,797	4,357	2,864	25,099	25,867
Male.....	10,971	4,388	3,240	1,860	1,483	15,383	16,915
Female.....	8,865	2,430	2,557	2,497	1,381	9,716	8,952

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JUNE 1965**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	33,335	821,427
Prince Edward Island.....	3,772	79,788
Nova Scotia.....	36,591	819,652
New Brunswick.....	32,137	759,027
Quebec.....	223,910	5,585,707
Ontario.....	196,161	4,634,180
Manitoba.....	28,576	662,494
Saskatchewan.....	15,983	14,286
Alberta.....	35,784	38,230
British Columbia (including Yukon Territory).....	66,054	1,607,449
Total, Canada, June 1965.....	672,303	16,229,491
Total, Canada, May 1965.....	1,297,398	31,660,269
Total, Canada, June 1964.....	684,182	16,537,735

\* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-5—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD 1 JULY 1941 TO 31 MARCH 1965

Source: Unemployment Insurance Commission

FISCAL YEAR ENDED MARCH 31	REVENUE				EXPENDITURE				BALANCE		
	CONTRIBUTIONS (Gross less refunds)		Penalties	Interest on Investments	Profit or loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS		BALANCE IN FUND	
	Employer & Employee	Government						Ordinary	Seasonal		Total
			\$	\$	\$	\$	\$			\$	
TO 1956	1,569,863,590.12	313,982,080.41	250,317.92	195,986,733.10	P. 1,109,057.58		2,081,191,779.13	1,137,191,123.43	(2)89,802,137.11	\$	854,195,515.59
1957	188,001,489.34	37,587,449.77	43,826.63	27,063,498.80	L. 1,024,412.77		251,671,581.77	201,196,193.03	30,099,525.67	\$	774,574,631.96
1958	192,395,408.61	38,484,149.23	46,685.92	27,937,894.99	L. 4,182,335.04		254,701,803.71	327,407,809.48	57,188,521.67	\$	440,200,121.57
1959	185,487,041.58	37,097,408.31	47,735.63	21,725,096.30	L. 10,115,171.51		234,242,110.31	369,155,761.67	116,475,316.00	\$	365,802,292.91
1960	228,615,701.68	45,723,140.33	51,775.86	16,854,856.16	L. 8,413,691.51	1,516,639.71	281,315,142.82	420,069,352.46	104,264,214.92	\$	184,864,355.66
1961	275,272,961.38	55,054,592.27	62,703.82	9,979,811.57	L. 7,268,567.88	403,246.60	332,698,344.06	408,727,775.91	97,177,948.44	\$	166,593,051.75
1962	277,788,764.47	55,557,752.89	90,050.21	6,799,614.50	L. 6,622,423.70	2,961,119.85	346,285,947.75	352,328,227.31	102,411,212.08	\$	9,692,823.35
1963	286,430,081.73	57,286,016.34	103,483.30	2,466,366.38		237,897.24	356,536,770.04	287,512,778.43	78,141,939.85	\$	874,880.11
1964	296,585,728.70	59,317,145.74	109,991.49	1,061,801.35						\$	
TOTAL	3,500,440,767.61	700,089,735.29	806,680.28	309,895,673.15	L. 30,517,544.82	5,118,903.40	4,475,596,388.11	3,714,108,895.91	760,612,612.09	\$	874,880.11
April	21,269,536.16	4,263,368.29	9,487.96			13,561.64	25,528,830.77	35,797,548.23	16,794,937.70	\$	DR26,188,775.05
May	23,919,563.61	4,787,306.91	7,661.44			67,284.24	28,647,547.72	22,070,598.60	11,046,618.00	\$	DR30,658,443.93
June	26,325,082.54	5,208,770.39	6,261.19			67,359.59	31,472,754.53	16,192,990.84	11,344,796.00	\$	DR15,723,485.24
July	25,268,589.21	5,104,503.22	8,827.37			14,856.18	30,367,926.63	14,056,344.99	29,587.00	\$	558,509.40
August	26,176,434.62	5,230,143.56	7,803.06	863.01			31,466,408.64	13,190,566.14	7,994.00	\$	18,926,357.90
September	26,387,634.13	5,279,248.43	10,170.74	121,808.23			31,798,891.53	12,780,969.80	4,994.00	\$	37,833,285.54
October	26,287,926.83	5,260,521.75	11,341.72	199,315.04			33,759,105.34	12,830,652.06	1,768.00	\$	56,750,970.82
November	25,501,107.87	5,501,107.87	11,371.72	260,537.68			33,298,238.84	14,645,561.42	1,237.00	\$	75,402,411.24
December	25,106,730.17	5,023,440.21	11,350.08	310,188.34			30,451,708.80	20,852,531.49	3,645,277.91	\$	81,356,310.64
January	28,278,974.77	5,659,043.65	12,387.68	337,909.25			34,286,927.01	30,976,273.70	8,869,717.68	\$	75,796,646.27
February	24,833,466.26	4,969,592.33	11,510.17	272,737.68			30,087,356.44	33,324,153.30	45,332,816.35	\$	60,551,186.36
March	29,372,801.36	5,863,208.57	13,903.73	237,059.93			35,406,973.59	38,926,882.13	16,614,534.34	\$	40,496,762.98
Sub-Total	305,857,668.76	61,186,549.01	119,142.76	1,792,496.56		163,061.65	368,792,795.44	265,704,261.49	69,370,125.18	\$	34,593,288.88
TOTAL	3,806,298,436.37	761,276,284.30	925,803.04	311,688,169.71	L. 30,517,544.82	5,281,965.05	4,844,389,183.55	3,979,813,157.40	829,982,737.27	\$	34,593,288.88

(1) STAMPS \$104,381,641.06 METERS \$11,068,686.50 BULK \$190,407,341.20 TOTAL \$305,857,668.76

(2) SUPPLEMENTARY BENEFITS TO DECEMBER 31 1965.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	July 1964	June 1965	July 1965							
St. John's, Nfld <sup>(1)</sup> .....	121.9	123.2	123.5	121.5	116.3	116.5	121.4	165.0	149.6	115.9
Halifax.....	132.7	135.1	135.4	134.5	134.6	131.6	139.2	169.9	171.6	125.9
Saint John.....	135.5	137.6	138.0	138.5	135.0	128.9	145.4	192.6	156.2	125.7
Montreal.....	135.8	138.4	139.0	144.0	136.8	113.6	166.2	183.0	157.6	127.1
Ottawa.....	136.9	138.5	139.3	141.4	137.7	124.3	159.0	182.1	150.5	126.7
Toronto.....	137.6	140.8	141.1	139.2	141.8	127.7	145.4	173.4	192.6	123.9
Winnipeg.....	132.4	135.9	135.4	135.3	130.1	126.9	138.3	188.6	143.0	138.3
Saskatoon-Regina.....	130.5	132.2	132.3	134.2	128.4	133.3	136.9	150.5	152.0	124.4
Edmonton-Calgary.....	128.7	130.5	130.6	128.8	127.9	129.8	132.5	173.9	145.8	120.6
Vancouver.....	133.3	135.2	135.3	135.1	135.2	123.3	147.6	157.3	151.9	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare levels of prices as between cities.

<sup>(1)</sup>St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590, June issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964 July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965 January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,410	275,530	0.22
July.....	52	99	33,691	326,070	0.26

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JULY 1965, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	2	155	90
Manufacturing.....	53	12,992	123,790
Construction.....	31	6,634	99,030
Transpn. & utilities.....	6	1,517	28,780
Trade.....	4	83	970
Finance.....			
Service.....	1	20	170
Public administration.....	2	12,290	73,240
All industries.....	99	33,691	326,070

**TABLE G-3—STRIKES AND LOCKOUTS, JULY 1965, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....	1	750	750
Quebec.....	15	3,622	29,820
Ontario.....	64	15,147	189,350
Manitoba.....	2	33	390
Saskatchewan.....			
Alberta.....			
British Columbia.....	12	483	4,400
Federal.....	5	13,656	101,360
All jurisdictions.....	99	33,691	326,070

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JULY 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accu- mulated		
<b>MINES</b>						
<i>Metal</i> Jones and Laughlin Steel Corp. Kirkland Lake, Ont.	Steelworkers Loc. 6409 (AFL-CIO/CLC)	125	60	60	July 27 July 27	Grievance procedure~Re- turn of workers.
<b>MANUFACTURING</b>						
<i>Food and Beverages</i> St. Lawrence Sugar Refineries Ltd., Montreal, P.Q.	Bakery Workers Loc. 333 (CLC)	275	1,650	4,230	June 12 July 12	Wages, fringe benefits ~ .20¢ per hr. wage increase spread over a 2 yr. contract.
H.J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Workers Loc. 459 (AFL-CIO/CLC)	1,416	4,280	4,280	July 27 .....	Wages, overtime, vacation~
<i>Rubber</i> Dunlop Canada Ltd., Port Whitby, Ont.	Rubber Workers, Locals 494-743 (AFL-CIO/CLC)	480	3,280	5,840	June 23 July 12	Wages~.19¢-.34¢ per hr. wage increase over 3 yr. period.
<i>Paper</i> Ontario Paper Co. Ltd., Thorold South, Ont.	Papermakers Loc. 101 (AFL-CIO/CLC)	885	6,200	16,520	June 15 July 12	Delay in negotiations~Re- turn of workers pending further negotiations.
Quebec North Shore Paper Baie-Comeau, Que.	Pulp and Paper Mill Workers Locs. 352 & 375 (AFL-CIO/CLC)	1,100	9,900	18,700	June 21 July 15	Wages~Increases from .60¢ to .80¢ spread over 3 years.
Sommerville Industries Ltd., Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	130	100	100	July 22 July 23	Disciplinary action against two employees~Return of workers when dispute set- tled.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	647	14,030	116,760	July 9 1964	Working conditions as af- fected by computers, job security, union membership of foremen~
<i>Primary Metals</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	23,100	79,500	Apr. 20 .....	Wages, vacations, statutory holidays~
Canadian Unicast Steel, Sherbrooke, Que.	CNTU-directly chartered	162	320	3,880	June 1 July 6	Wages, insurance plan, holi- days~.28½¢-.56¢ per hr. in- crease over 3 years; group in- surance half payable by company, improved holi- days based on years of employment.
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	725	15,230	18,490	June 24 .....	Wages, welfare program~
Samuel Son and Co. Ltd., Cooksville, Ont.	Steelworkers Loc. 6398 (AFL-CIO/CLC)	205	510	510	July 14 July 19	Wages~.07¢ per hr. increase immediately, .08¢ per hr. second year, .09¢ per hr. third year.
Canadian Electrolytic Zinc Ltd., Valleyfield, Que.	Steelworkers Loc. 6486 (AFL-CIO/CLC)	350	2,100	2,100	July 15 July 23	Removal of foreman~Re- turn of workers, referral to conciliation.
<i>Transportation Equipment</i> Smith Bros. Motor Bodies, Ltd., Toronto, Ont.	Auto Workers, Loc. 303 (AFL-CIO/CLC)	106	2,230	2,810	June 23 .....	Wages~
Saint John Shipbuilding and Dry Dock Co. Ltd., Saint John, N.B.	Marine Workers Loc. 3 (CLC)	750	750	750	July 28 July 30	Suspension of 40 workers pro- testing the curtailment of a free milk issue~Return of workers; point in question will be arbitrated.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JULY 1965**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues Result
			July	Accu- mulated		
<i>Electrical Products</i> Canadian Admiral Corp. Port Credit, Ont.	I.U.E. Loc. 545	485	2,910	8,730	June 15 July 12	Wages~Wage increase vary- ing according to classifica- tion.
Beatty Bros. Ltd., Fergus, Ont.	Steelworkers Locs. 3789 & 6028 (AFL-CIO/CLC)	748	8,230	11,220	June 25 July 19	Wages, hours~.22½¢ per hr. wage increase spread over 3 years; reduction in hours from 42½ hr. week to 41½, March 1, 1966.
Phillips Cables Ltd., Montreal, Que.	I.U.E. Loc. 503 (AFL-CIO/CLC)	217	1,950	1,950	July 3 July 16	Wages, welfare plan~.10¢ per hr. increase and .08¢ per hr. welfare increase retroactive to Dec. 23, 1964; .09¢ per hr. and .07¢ welfare increase on Dec. 23, 1965.
Phillips Cables Ltd., Brockville, Ont.	I.U.E. Loc. 510 (AFL-CIO/CLC)	524	4,720	4,720	July 3 July 16	Wages, vacation, sick bene- fits, pension plan~.10¢ per hr. wage increase imme- diately, .9¢ per hr. Dec. 23, 1965, .05¢ per hr. for skilled trades, and \$120. settlement pay; vacations, 3 weeks after 10 years and 4 weeks after 20 years; improved sick benefits; pension plan to be tied in with Canada Pension Plan.
<i>Non-Metallic Mineral Products</i> National Sewer Pipe Ltd., Various locations, Ont.	CLC-directly chartered	154	3,230	5,230	June 14 .....	Wages, hours~
Canadian Johns Manville Ltd., West Hill, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	525	3,150	7,350	June 21 July 11	Wages~Wage increases ac- cording to classification.
Exolon Company, Thorold, Ont.	Chemical Workers Loc. 582 (AFL-CIO/CLC)	225	230	230	July 14 July 15	Not reported~Return of workers.
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	440	3,450	3,450	July 16 July 29	Wages~.30¢ per hr. wage in- crease spread over a three yr. contract.
<i>Petroleum and Coal Products</i> Shell Oil Co. of Canada Ltd., North Burnaby, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	160	800	800	July 5 July 12	Disciplinary action against nine maintenance men~Re- turn of workers when com- pany agreed to serve them with written reprimands.
<i>Miscellaneous Manu- facturing</i> Canada Cycle and Motor Co., Weston, Ont.	U.A.W. Loc. 28 (AFL-CIO/CLC)	340	60	60	July 8 July 8	Disciplinary dismissal of two employees~Return of workers.
<b>CONSTRUCTION</b>						
Various construction contractors Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	225	4,730	7,710	June 4 .....	Wages, bereavement pay, union security by sub con- tractors, fringe benefits~
Toronto Construction Association, Toronto Area, Ont.	Various unions	2,453	65,440	91,980	June 11 .....	Wages~
The Builders' Exchange, London, Ont.	Various unions	928	9,870	9,870	July 5 .....	Wages~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JULY 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accu- mulated		
Various Construction Contractors, Windsor, Ont.	Carpenters Loc. 1293 (AFL-CIO/CLC)	356	500	500	July 13 July 26	Wages~.25¢ per hr. June 1, 1965, .23¢ per hr. June 1, 1966, .20¢ per hr. June 1, 1967; .45¢ per hr. June 1, 1968; improved vacation pay, room and board and travel allowance.
Fraser Braco Engineering, Kingston, Ont.	Carpenters Locs. 1758 and 249 (AFL-CIO/CLC)	637	3,710	3,710	July 13 July 21	Interim agreement~Return of workers when interim agreement signed; .25¢ per hr. wage increase.
Various Construction Contractors, Quebec, Que.	Plumbers and Electricians (CNTU)	1,200	10,800	10,800	July 20 .....	Union certification~
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Storage</i> National Harbours Board, Montreal, Que.	(CNTU-directly chartered)	1,142	25,290	39,570	June 13 .....	Wages, union security, recog- nition of shop stewards, seniority and pension plans~
Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	118	2,890	5,330	June 2 .....	Wages, fringe benefits~
<i>Power, Gas and Water</i> Union Gas Company of Canada Ltd., Windsor, Ont.	Chemical Workers Loc. 9-758 (AFL-CIO/CLC)	115	80	80	July 16 July 16	Company policy of directing a union member to replace a salaried inspector on vaca- tion~Return of workers when company agreed to re- place him on a voluntary basis.
<b>PUBLIC ADMINISTRATION</b>						
<i>Federal Administration</i> Post Office Department Various locations in Canada	Letter Carriers and Postal Employees' Assns.	12,257	72,680	72,680	July 22 .....	Wages~

(Continued from page 813)

*Price Bros. & Co., Kenogami & Riverbend, Que.—Pulp & Paper Wkrs. Federation (CNTU):* 3-yr. agreement covering 650 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; premiums of 5¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. May 1, 1966 and 5¢ an hr. eff. May 1, 1967 for continuous operations; additional wage increase of 15¢ an hr. for skilled trades if mill on continuous operations; 2 wks. vacation after 3 yrs of service (formerly after 5 yrs.), 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61 yrs. of age, 3 wks. at 62 yrs. of age, 4 wks. at 63 yrs. of age and 5 wks. at 64 yrs. of age eff. Jan. 1, 1968; rate for labourer Aug. 1, 1967 will be \$2.48 an hr.; agreement to expire April 30, 1968.

*Provincial Paper, Thorold, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 700 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 5 wks. vacation after 25 yrs. of service (new provision) eff. Sept. 30, 1966; employer to pay full premiums of group life insurance, PSI, Ontario hospital insurance and weekly indemnity plans eff. May 1, 1965; rate for labourer Aug. 1, 1967 will be \$2.45 an hr.; agreement to expire April 30, 1968.



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(Continued on page three of cover)

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# A Study of Career Decisions Among High School Students

*Research program is first such study to be made on a Canada-wide basis and will involve some 150,000 students attending 400 representative secondary schools throughout 10 provinces*

Commencing in October, an intensive study will be made of the career aspirations and plans of some 150,000 students attending 400 representative secondary schools throughout the 10 provinces.

This research program, conducted by the Department of Labour in co-operation with the provincial departments of education, is the first such study to be made on a Canada-wide basis. Its aim is to provide a much fuller understanding of the profound transition in young people's lives as they move from school into the working world.

The study will examine primarily the important influence of the school system on the choice of lifetime careers by young people. A follow-up study later will compare these original career goals with actual experience in the working world.

In its most general formulation, the problem to be studied is the way in which young people make decisions about the length and kind of education and training they intend to pursue, the way in which they arrive at their choice of occupation, and the ways in which the educational career choices of Canadian youth are related to one another.

A hundred years ago, the transition from youth to the privileges and responsibilities of adulthood followed a fairly simple pattern. In the basically rural Canadian society of that day, the formal education of the majority of young people did not extend beyond the elementary school level. Training for work was largely a matter of "learning through doing."

Since that time, the progress of urbanization and industrialization in Canada has resulted in an almost bewilderingly wide range of occupational opportunities. As well, an increasingly large proportion of modern occupations demand specialized qualifications and extensive educational preparation. The educational system has responded to these developments by increasing the duration of formal schooling, by introducing a choice of educational programs for students to follow, and by shouldering a share of the responsibility for occupational training.

With the rapid acceleration of development taking place in our economy and society, it is not surprising that parents, teachers, departments of education, and employers, as well as many students themselves, are expressing increasing concern about the occupational future of Canadian young people

when they leave school. This concern is most frequently expressed in proposals to increase the student retention rate, and to extend vocational guidance. Behind these symptoms lies the whole complicated question of whether young people choose their careers or simply drift haphazardly into available jobs—or even worse, fail to find jobs at all.

A smooth transition from school to work is of crucial importance, whether looked at from the point of view of providing opportunities for young individuals to build constructive and satisfying lives or of meeting the skilled manpower requirements of the economy. At the moment, our knowledge of this important process is both fragmentary and impressionistic.

The primary focus selected for this study is the school as a social system, and the ways in which it influences the educational and career decisions of its students. Emphasis has been put on the question "To what extent and in what ways does the school system influence the career goals of young people?" because the school system has an important influence on the student's choice of educational programs, on the factors that retain students in school, and on the paths students follow toward particular occupations. In these areas which involve policy, the school system can be strengthened through community action.

The study of how the career aspirations and decisions of students, are affected by the educational experience will take into account both the formal school structure and the informal social system within it. As a formal organization, the school governs the variety of educational paths that are available to students, the ease or difficulty with which they can transfer from one program to another, and the vocational counselling and

*(Continued on page 920)*

## 50 Years Ago This Month

*British Government representatives arrive in Canada to arrange possible transfer of British-born unemployed coal miners from British Columbia back to England, where there was a shortage*

As a result of negotiations between representatives of unemployed coal miners in the Nanaimo, B.C., district and various authorities in Great Britain, two agents of the British Government arrived in Canada toward the end of September 1915 to inquire into the possibility of arranging for the transfer of certain of the unemployed miners to England, where there was a shortage of such workers.

THE LABOUR GAZETTE of October 1915 said that there were estimated to be between 2,000 and 3,000 unemployed coal miners in Vancouver Island at that time. Most of them were said to be British-born men who would welcome the proposed transfer.

The British Government's agents, one of whom was a colliery proprietor and the other a Labour M.P. and an officer of the coal miners' union of the county of Durham, went to the Pacific coast as soon as they arrived in Canada; but at the time this journal went to press no details of the conditions of the proposed transfer had been made public.

At the 31st annual convention of the Trades and Labour Congress of Canada, held in Vancouver from September 20 to 25, the delegates decisively supported a special committee's recommendation of non-concurrence in a resolution that would have urged repeal of the Industrial Disputes Investigation Act, 1907.

The special committee had been appointed to report on a draft bill for consolidating and amending the Act. The Dominion Minister of Labour had previously distributed the draft in pamphlet form to interested persons, including the secretaries of all trade union locals in Canada. He did this with the object of encouraging consideration and discussion of the suggested amendments.

The convention approved a further recommendation of the committee "that the matter of the Industrial Disputes Act be referred to the executive council with instructions to secure the necessary interpretations from competent counsel, and that when the bill comes before the House, the executive be authorized to call to Ottawa such officers as it deems necessary to assist in combatting the objectionable, and supporting the favourable amendments."

The executive council's report to the convention stated that, in regard to the war, it

was the duty of the labour movement to "lend every possible assistance to the allies of Great Britain, and for us in Canada, more especially to the empire of which we form part, in a mighty endeavour to secure early and final victory for the cause of freedom and democracy."

Notwithstanding this, the report opposed conscription. It said that it was the duty of Labour to "lend every possible assistance in the strife, but that help must be free, not forced . . .," and it asked the Congress to register its unchangeable opposition to all that savoured of conscription, either in Canada or within the Empire.

In September, the improvement in general labour and industrial conditions that had been noted in August continued, this journal said. But, in spite of some improvement, the building trades remained dull, especially in the larger centres. "Toronto reported a general improvement in all lines except the building trades, although the Civic Employment Bureau was able to place about 400 carpenters outside the city. There was also improvement in the demand for unskilled labour."

Little change was reported in wages and hours of labour. But "earnings in some cases were affected by an increase or decrease in the number of hours worked per day or per week, owing to increased or diminished activity in some establishments . . ." The only change in wages reported to the department during the month was that some 200 freight handlers in Halifax, as a result of a strike, had obtained an increase of 3 cents an hour, bringing their wages up to 33 cents an hour for day work, and 38 cents for night work.

The Amherst correspondent reported that "a number of German prisoners were being used to good advantage at the experimental farm at Nappan, preparing the land for next year. Some 150 men were employed at the work."

The Ottawa correspondent reported "an interesting development in the effect of the war on trades unionism." Several members of the Journeymen Barbers' Union having enlisted, the union wanted to maintain the death benefit dues of these members and pay the death benefit if they died on active service. But, since the United States locals were not willing to agree to this, the matter was to be submitted to a referendum of the affiliated unions.

### Big Rail Union Splits from Fellow Non-Ops

After 15 years of joint negotiations with Canada's railways, the Canadian Brotherhood of Railway, Transport and General Workers has broken away from the Negotiating Committee, Associated Non-Operating Railway Unions. The Brotherhood represents 23,000 employees on the Canadian National Railways.

Less than a week later, the railway shopcraft unions decided to break away from the negotiating body. The shopcraft unions were represented by Division 4, Railway Employees Department (AFL-CIO).

Involved in the withdrawal are: the Brotherhood of Railway Carmen of America; the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Sheetmetal Workers' International Association; International Brotherhood of Firemen and Oilers; International Association of Machinists; International Brotherhood of Electrical Work-

ers; and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

The CBRT decision was taken by 108 local chairmen after the railway Brotherhood was refused permission by the international unions to negotiate separately on behalf of 1,500 CNR sleeping, dining, and parlour car employees.

Remaining with the Committee are: The Brotherhood of Maintenance of Way Employees; Brotherhood of Railroad Signalmen; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants; the Commercial Telegraphers Union; International Moulders and Allied Workers Union; Transportation-Communication Employees Union.

### Manpower Shortage Major Problem Facing Fire Departments in Canada

A shortage of manpower is probably the main problem facing fire chiefs today, according to the director of the fire protection engineering division of the Canadian Underwriters Association. D. M. Baird of Montreal, addressing the 57th annual convention of the Canadian Association of Fire Chiefs held in Saskatoon, Sask., said that at present no solution to the shortage was in sight.

The manpower shortage, he said, affected mainly cities of from 10,000 to 100,000 population. Smaller communities could usually find volunteers, and for larger cities the costs were less severe. The shortage of fire-fighting services seemed to be greatest in the suburbs surrounding the larger cities, Mr. Baird said.

### Employee-Barbers Now Insured by UIC

The Unemployment Insurance Commission last month passed a regulation designed to include in insurable employment, persons employed in barbering and hairdressing establishments.

The new regulation states that the employment of persons in or about a barbering or hairdressing establishment who provide any of the services normally given by such establishments, shall be included in insurable

employment. In addition to those providing barbering and hairdressing services, this includes persons who provide manicure, massage, shoeshine services, and the like. The proprietor or operator of the establishment is, however, not insurable.

In the past, the Commission has found it difficult to determine whether or not persons working in barber shops and hairdressing establishments were actually employees. Some barbers who are in fact employees have not been insured because they have been considered self-employed. Although the nature of the work is the same for employees and for self-employed persons, there has been difficulty in ascertaining the full facts concerning the actual operating practice in the establishment.

### Labour Federation Supports Move to End Moonlighting

The New Brunswick Federation of Labour at its 9th annual convention in Moncton in September, gave its support to a substitute resolution presented by Local 1151 of Saint John urging the Federation to request the CLC and its affiliates to ask its members to desist from moonlighting.

The Federation voted 100 per cent on a resolution to petition the provincial Government, its boards or commissions, to grant bargaining rights to all Civil Servants of New Brunswick.

Local 963, CIPE, representing employees of the N.B. Liquor Commission, presented a resolution asking that all persons over 21 in the province carry identification cards.

In other business, the Federation felt that the provincial Government should be petitioned to prohibit the use of trading stamps and other "give-away" gimmicks that tend to increase the ultimate cost of products.

Claude Jodoin, President of the Canadian Labour Congress, said during his address: "Unless we are able to meet the challenge that the advances in automation and technology will present, we in Canada may well end up with a situation in which one-half of the population has to feed the other half."

"The overwhelming majority of Canadian people, quite properly, consider the opportunity to earn a living one of their democratic rights.

"The seriousness of the situation has been pointed up by the report of the Economic Council of Canada which emphasizes the need for a million and a half jobs by 1970. This is required to reduce our unemployment rate to 3 per cent and to provide work for the record number of young people who will be entering the labour force," he said.

John P. McCool, regional representative of the International Brotherhood of Woodworkers of America, called for a halt to the campaign of hate and animosity both within and outside unions.

## First Biennial Convention Of CUPE Held in Vancouver

The first biennial convention of the Canadian Union of Public Employees (CLC) since its founding two years ago was held in Vancouver in September. The convention drew 500 delegates from 300 locals in all 10 provinces.

The speakers included Hon. Allan J. MacEachen, Minister of Labour, whose topic, "Current Trends in Labour Relations", dealt with job security, assistance to stimulate the training of persons within industry through the Technical and Vocational Training Assistance Act and the Vocational Rehabilitation of Disabled Persons Act, the Manpower Consultative Service program, the integration of the Canada Pension Plan with private plans, labour-management co-operation, and the Government's intentions to introduce collective bargaining for the public service.

Stanley A. Little, President of CUPE, urged Canadian labour leaders to "move with the times" by recognizing that Canada needs fewer unions. He said that public servants should retain the right to strike, but should sit down with Government bodies to work out ways to keep strikes to a minimum. He

added that compulsory arbitration "is no solution" because "it tends to undermine still further the process of collective bargaining."

Mr. Little also cautioned the union's members not to oppose technological changes needed to maintain Canada's competitive position in world trade. "There is little or no point in forcing industry or communities to stagnate by refusing to allow changes that are necessary in an automated society."

## 24th Conference Of the CAALL

Manpower policy and programs in Canada, and current issues facing Labour Relations Boards in the administration of labour relations legislation were the main topics discussed at the 24th annual conference of the Canadian Association of Administrators of Labour Legislation, held in Regina, Sask., August 17-20.

At the manpower session, the delegates discussed federal, provincial, and joint federal-provincial programs in the light of a recent examination of Canada's policy and programs in this area, conducted by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development (OECD) as part of its program for reviewing the manpower policies of member countries. The principal speaker at this session was Solomon Barkin, Deputy Director of the Manpower and Social Affairs Secretariat of OECD in Paris.

The labour relations board officers focused attention on judicial review of decisions of the boards, and on problems arising in the enforcement of labour relations legislation, with special emphasis on the provisions relating to cease and desist orders, re-instatement, and leave to prosecute.

The Association also reviewed recent legislative and administrative developments in all jurisdictions, and discussed the reports of its standing committees on statistics and research, and industrial safety. Dr. Howard Nixon, Executive Director of the Provincial Youth Agency in Regina, was the guest speaker at the annual dinner.

Among the 75 delegates attending the four-day conference were the deputy ministers and other senior officers of the federal and provincial departments of labour, and representatives of the Unemployment Insurance Commission, the Northwest Territories Government, and the International Association of Governmental Labor Officials of the United States and Canada. Labour ministers in attendance included Hon. Raymond Reiersen, Alberta; Hon. Leslie R. Peterson, British Columbia; Hon. K. J. Webber, New Brunswick, and Hon. Lionel Coderre, Saskatchewan.

At the closing session J. B. Metzler, Deputy Minister of Labour, Ontario, was elected president of the Association. Other officers appointed to the executive board for 1965-66 are: W. H. Sands, Deputy Minister of Labour, British Columbia, immediate past president; George V. Haythorne, Deputy Minister of the federal Department of Labour, first vice-president; and W. W. Reid, Deputy Minister of Welfare and Labour, Prince Edward Island, second vice-president.

## Labour Planning Big Drive For White-Collar Workers

The Canadian Labour Congress has launched the second stage of a campaign to bring more of the country's white-collar workers into organized labour. A series of conferences across the country has been planned to bring together rank-and-file delegates from local white-collar unions for a discussion of organizing problems and the techniques of solving them.

A regional conference has been called for Montreal on October 30 and 31. Others are set for Regina, November 27-28; Vancouver, December 4-5; Toronto, January 16-17, and Halifax, March 5-6.

Big retail firms, banks, and insurance companies are the eventual targets of the new campaign.

In recent years, CLC-affiliated unions have been making a slow but steady gain in the white-collar field, organizing about 4,000 new members a year. But this has hardly kept pace with the growth in this sector of the labour force.

## Seven Safeguards Listed by TUC as Price for Automation

The British Trades Union Congress has published a pamphlet, "Automation and Technological Change", in which it has laid down seven safeguards as minimum requirements for trade union co-operation on automation.

In 1956 the TUC approved a statement called "Trade Unions and Automation." At that time it laid down five safeguards.

The seven new safeguards are:

1. a detailed timetable should be drawn up well in advance of the introduction of changes in industry;
2. measures should be taken to adapt workers to the technical needs of the change;
3. agreements should be reached about procedures for selecting employees for retention or discharge;
4. there should be adequate facilities for retraining;

5. the possible impact on wages should be "fully considered";

6. full consideration should be given to the effect of proposed technological change on conditions of work;

7. close consultation should be maintained with union representatives.

## Recommend Six-Month Halt on Price Increases for Flour

A six-month halt on price increases by the flour milling and bakery industries in Britain was recommended by the National Board for Prices and Incomes in its third report published in September (L.G., June, p. 502).

The Board said that the industries should formulate proposals during this period for the more effective deployment of labour. On the basis of these proposals, the Government would then discuss with them "the extent to which their long-term needs require an adjustment of price."

The Board made four recommendations specifically for the bakery industry. They are:

1. local and national negotiations for a reduction in the practice of extensive overtime working;
2. national negotiating machinery for the distributive part of the industry where five unions at present negotiate area and local arrangements with particular firms;
3. a service charge "fully reflecting the extra cost of selling to the consumer on the doorstep rather than in the shop";
4. comparisons of the distribution costs of different firms by consultants "so as to prompt a more scientific approach to the question of distribution."

The Board also suggested that companies should consider whether the variety of breads could be reduced to get longer production runs. One group, it says, produces 75 different types, and another 50. But it acknowledges that greater standardization throughout the industry could result in breaches of legislation on restrictive trade practices, and suggested that the Government might consider this.

## Minimum Wages Increased For 3.6 Million in U.S.

Minimum wages have been increased for 3.6 million workers in the U.S. It took four years to bring it about, but the workers who were covered by the Fair Labor Standards Act for the first time in 1961 have now achieved equal status with employees previously under the wage-hour law.

The last stage in the adjustment process took place in September, when the minimum wage for the recently covered group moved

up to \$1.25 an hour, with a 40-hour ceiling on the straight-time work week for most employees affected.

A Labor Department official estimated that 810,000 workers received pay raises of up to 10 cents an hour. Most of them in large retail stores and service trades. Their previous wage minimum was \$1.15 an hour, with overtime required only after 42 hours.

A bill approved by the House Labor Committee and awaiting action by the U.S. Congress would move the federal minimum wage ahead at a considerably faster rate over the next three years. It would set the minimum wage at \$1.40 next July, rising in two additional steps to \$1.75 by July 1968. The same bill would bring additional millions of workers under the law, with a five-year schedule to achieve wage parity with those already covered.

Absorption of the new group into the mainstream of federal wage-hour standards began in September 1961, with a \$1 pay floor, but no ceiling on hours. At that time, other workers were covered by a \$1.15 minimum. Two years later, when the regular federal minimum moved up to \$1.25, the new group still was held at \$1 an hour, but most became entitled to overtime after 44 hours.

Last September, the wage floor for the 3.6 million moved up to \$1.15 an hour, and the hours ceiling dropped to 42.

## New Safety Program Started In U.S. Construction Industry

In the United States, a program aimed at making working conditions safer in construction, one of the country's most dangerous occupations, has been inaugurated by the AFL-CIO Building and Construction Trades Department, and the Red Cross. Under the plan, first aid classes directed by the Red Cross will be included in the off-the-job training given to apprentices in the building trades under long-standing arrangements between unions, employers and the Labor Department's Bureau of Apprentice Training.

The program is being extended throughout the nation after several years of local training in different parts of the country.

## NLRB Seeks to Restrict Anti-Union Conduct

The United States National Labor Relations Board may seek to develop new methods of discouraging anti-union conduct by employers, the chairman of the Board said recently. Frank W. McCulloch, who has been re-appointed as chairman for a new five-year term by President Johnson, declared that there was still wide-spread resistance to unions by employers.

The great bulk of the work that has been coming to the NLRB this year has been in connection with complaints of interference by employers in unions' attempts to organize, Mr. McCulloch said. The latest annual report of the Board showed that unfair practice cases now made up more than half the constantly rising work load of the agency. In the 1964 fiscal year, 68 per cent of the unfair practice charges were filed against employers, 32 per cent against unions, the numbers of cases being 10,695 and 4,856 respectively.

## AFL-CIO Prepares Pamphlet For High School Debates

A comprehensive survey on the subject, "What policy in labour-management relations will best serve the people of the United States?" has been prepared by the AFL-CIO for use in high school debate. The title of the survey is "Collective Bargaining—Democracy on the Job."

The National Committee on Discussion and Debate has formulated three propositions for debate: that the federal Government should use compulsory arbitration in disputes in basic industries; that it should prohibit the union shop; and that it should do away with industry-wide bargaining.

The AFL-CIO pamphlet describes the development of collective bargaining and the different ways in which it operates, and it devotes a separate chapter to each of the three propositions.

## Printing Unions Merger Forecast by ITU President

A merger of all printing trade unions, and the eventual formation of a consolidated graphic arts-communications union, was forecast by Elmer Brown, President of the International Typographical Union, in his address to the union's annual convention in Washington.

Besides fulfilling the usual union functions of protecting working standards, such a union would, in Mr. Brown's view, be responsible for providing the technical training necessary for jobs in such an industry.

## Six-Week Vacations Won By United Rubber Workers

A new two-year contract between United Rubber Workers and the Armstrong Rubber Co. provides six weeks of vacation each year for workers with 30 or more years of service. The agreement provides also for four weeks after 15 years and five weeks after 25 years.

## Major Changes Predicted In Industrial Management

A University of Chicago professor has predicted great changes in the management level of industry, forecasting both decentralization and centralization.

In a keynote address to the annual convention of the Canadian Institute of Chartered Accountants in Vancouver, T. L. Whisler said he was in the presence of "one of the largest groups of rapidly obsoleting craftsmen sitting together in one place at this date."

He said he and members of the audience were going "out of date enormously fast—and most of us don't even know it. Those who will replace us have already come on the scene and most of us don't even recognize them."

Prof. Whisler indicated that not only computers but also technical and professional persons are taking over management to an increasing degree. His conclusions are:

—Function of man and machine will become increasingly differentiated, permitting decentralization of the creative management functions which will be retained by men, and centralization of operating functions given to the machine.

—The growing number of professionals will change managerial attitudes and behaviour. There will be less emphasis on organizational loyalty and greater individual mobility.

—A breakdown in the present tightly-coupled organization structure will result in a breakdown of some contemporary personnel procedures. For example, in the future there will be more concern in organizations for individual salaries determined by the market and less concern for maintenance of a systematic wage structure.

—The use of multiple chiefs or committees in top management will follow in the next decade. This is because no one person can be expected to know all there is to know today in a large organization, and the skill and needs of managers will grow rapidly.

—An unfortunate by-product of all this will be the difficulty of maintaining the "entrepreneurial spirit and ability in the organization."

## Education Costs Top Two Billion

Total expenditure on education in Canada in 1962 was \$2,324,420,000, the Dominion Bureau of Statistics reported in its annual survey of education finance. This amounts to 7.5 per cent of total personal income, or \$125 for every man, woman and child in Canada.

Provincial governments contributed 43.5 per cent of the total, local taxation provided 32.6 per cent, and the federal Government 15.1 per cent. The remaining 8.8 per cent came from fees and miscellaneous sources.

## Women's Bureau Distributes Occupational Information

The Women's Bureau of the Department of Labour of Ontario had a booth at the Canadian National Exhibition in Toronto for the distribution of occupational information. Cards of various colours gave brief descriptions of 100 separate occupations, outlining the duties, nature of the work, qualifications, training, related jobs, and sources of further information.

Visitors to the booth were interviewed at a reception counter and, having decided which occupation interested them most, were given a 'job selector' card. They then proceeded to the 'job selector' operator who inserted the card in a specially set up electronic sorter, and obtained a job data card on the occupation.

This was the second year that the booth had been in operation at the CNE, but the first time that an electronic processing machine has been used.

## International Women's Group Honours Miss Margaret McIrvine

Miss Margaret McIrvine, Chief, Miscellaneous Services Division, and acting coordinator of women's employment with the National Employment Service of Canada, was elected honorary secretary of the International Federation of Business and Professional Women at its 10th Congress held in Washington, D.C., July 29-August 3.

The Congress brought together 1,460 officers, delegates and observers from 23 countries.

Miss McIrvine is former finance chairman and a past honorary secretary-treasurer of the Canadian Federation, as well as past president, Ontario Chapter, International Association of Personnel in Employment Security (IAPES), and has served as vice-president, National Council of Women.

## Dr. Helen K. Mussallem Honoured by The Queen

Dr. Helen K. Mussallem, executive director of the Canadian Nurses' Association, has been admitted as Officer Sister in The Most Venerable Order of the Hospital of St. John of Jerusalem by Her Majesty, Queen Elizabeth. Dr. Mussallem received the honour at an Investiture at Government House in Ottawa in October.

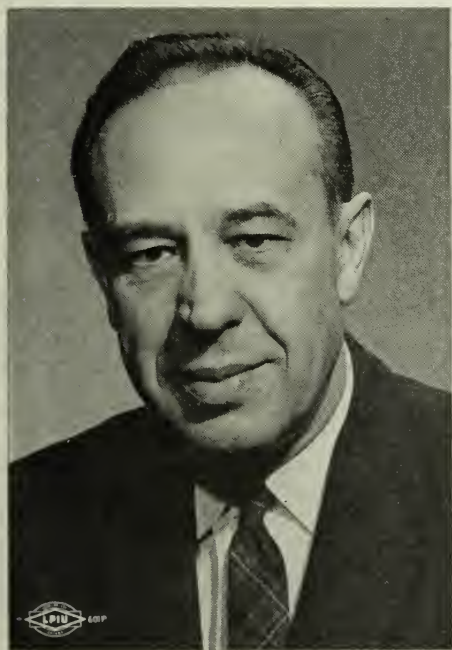
## Occupational Research Expert Joins Department of Labour

John Andoff, 60, has been appointed Chief of Occupational Research in the Economics and Research Branch of the Department of Labour at Ottawa. Until recently he was Director of Career and Placement Services at McMaster University in Hamilton.

Mr. Andoff will be responsible for developing a program of research and analysis on trends and prospects in various occupations, in line with recommendations of the national Seminar on Guidance and Counseling and the report of the Economic Council of Canada. He is widely recognized as a leading authority in the highly specialized field of occupational research and analysis.

In 1956, Mr. Andoff worked for a year with the International Labour Office at Geneva, Switzerland, as Chief of the Occupational Analysis Unit that was instrumental in producing the International Standard Classification of Occupations.

Born in Yugoslavia, Mr. Andoff was educated in Canada and graduated from McMaster University in 1929.



**John Andoff**

## Bureau of Labor Statistics In U.S. Appoints New Chief

Arthur M. Ross is the new chief of the U.S. Bureau of Labor Statistics, replacing Ewan Clague, whose resignation came after 18 years as Commissioner.

Dr. Ross came to the BLS from the University of California at Berkeley. From 1954 to 1963 he served there as Director of the Institute of Industrial Relations. He has had broad experience as an arbitrator in the aircraft and auto industries, and has served the Government and the Labor Department on repeated occasions. He is the author of the books, "Trade Union Wage Policy" and "Industrial Conflict."

The Bureau is the federal Government's fact-finding agency in the field of labour economics. It collects, analyzes and publishes data on employment, manpower productivity, technological developments, wages, industrial relations, work injuries, prices and costs and standards of living.

## Recent Staff Changes On The Labour Gazette

W. S. Drinkwater, Editor of the *LABOUR GAZETTE* since April 1958, has been appointed Editor in Chief of the Department's monthly journal and Chief of the Publications Division of the Information and Labour Gazette Branch.

The new Editor of the *LABOUR GAZETTE* is Jack E. Nugent who, since October 1958, has been Editor of *Teamwork in Industry*, published by the Labour-Management Co-operation Service.

Miss Shirley Popham, who has had eight years' newspaper experience, including terms on the Brantford Expositor and the Manchester (England) Evening News, is the new Editor of *Teamwork*.

Richard Knowles, Editor with the Economics and Research Branch since February 1961, is now Chief of the English Editorial Services Section of the Information and Labour Gazette Branch.

Chief of the French Editorial Services Section and Editor of *La Gazette du Travail* is Georges D'Astous, former Editor of *Jeune-Commerce*, published by the Canadian Jaycees of Montreal. Mr. D'Astous has been with the Branch since January.

## Number of Families in Canada Shows Gain of 86,000 in Year

The number of families in Canada, excluding the Yukon and Northwest Territories, was estimated at 4,400,000 at June 1, 1964 by the Dominion Bureau of Statistics. This was an increase of 86,000 or 2.0 per cent since June 1, 1963, and 260,000 or 6.3 per cent since the 1961 census.

The average number of persons per family on June 1, 1964 was 4.0, the same as the previous year, and a slight increase from the 1961 census.

The average family size was greatest in Quebec and the Atlantic Provinces at 4.3 persons per family. The Prairie Provinces were next with 3.9 persons, while Ontario and British Columbia had the smallest average size at 3.7 persons per family.

Children per family (unmarried children under 25 years of age living at home) averaged 2.0 on June 1, 1964, unchanged since June 1, 1963, but up from the 1.9 recorded in 1962 and at the 1961 census.

The 1964 estimates show marked differences between regions and in the number of children per family. Families with no children were only 23.5 per cent of all families in Quebec, and 24.0 per cent in the Atlantic Provinces, but constituted 30.6 per cent of the total in British Columbia, 29.0 per cent in the Prairie Provinces and 28.3 per cent in Ontario.

Families comprising five or more children accounted for 14.9 per cent of all families in the Atlantic Provinces and Quebec; 8.4 per cent in the Prairie Provinces; and 6.7 per cent and 5.5 per cent, respectively, in Ontario and British Columbia.

## Net Spendable Earnings of U.S. Factory Workers Decline

Factory workers' net spendable earnings edged downward in July from record June levels, the U.S. Department of Labor's Bureau of Labor Statistics reported. The decline was a result of the seasonal reduction in average weekly hours; average hourly earnings, at \$2.62, were unchanged from the June all-time high.

At \$89.20 for the single worker, and \$96.90 for the worker with three dependents, the take-home pay (gross weekly earnings less federal income and social security taxes) of both types of workers was 45 cents shy of their June all-time highs. Compared with July 1964, however, factory workers received about \$4.75 more in their weekly pay cheques, as a result of the 9-cent gain in average hourly earnings, the slight increase in the work week, and the second step of the 1964 tax cut.

Because of the small rise in consumer prices between June and July, factory workers' real earnings—or purchasing power—declined slightly more than net spendable earnings. The over-the-month drop in real earnings, from the record high June level, amounted to 46 cents for the single worker, and 49 cents for the worker with three dependents. Nevertheless, real earnings increased by 3.3 per cent from a year ago for the worker with three dependents, and 3.9 per cent for the single worker.

## Union Agreements Covering 600,000 Workers Analyzed

The U.S. Department of Labor has issued a detailed study of the features of 209 collective bargaining agreements that, by late summer 1964, had been made under the terms of an Executive Order establishing a policy for employee-management co-operation in the federal service. The agreements covered nearly 600,000 workers in 21 federal departments and agencies. About 90 per cent were negotiated by unions affiliated with the AFL-CIO.

While the largest number of workers were accounted for by the Post Office Department, other agencies with significant contract or worker coverage were the Departments of Defense, Labor, Interior, Health, Education and Welfare, and the General Services Administration.

The Executive Order provides three forms of recognition for employee organizations—informal, formal, and exclusive. Exclusive recognition and collective bargaining rights are given to organizations selected by a majority of the employees in an appropriate unit.

In its complete form, the study presents a detailed picture of bargaining in the federal service and will serve as a base upon which changes in collective bargaining can be measured.

## Majority of Canadians Oppose Shorter Work Week

About six out of 10 Canadians are opposed to a reduction in the length of the standard work week from 40 to 35 hours, according to a poll conducted by the Canadian Institute of Public Opinion—and the proportion opposed has increased during the past three years.

When the question was asked in 1962, of those who replied, 57 per cent were opposed to the shorter week. Today, 61 per cent are opposed. There has, however, been an increase in the proportion who are definitely in favour of reduced hours—from 29 in 1962 to 35 per cent today. In the most recent poll, 4 per cent expressed no opinion.

The greatest support for the 35-hour week comes from the white collar workers, 46 per cent being in favour, with 53 per cent opposed. Among the ranks of organized labour, four in 10 want the shorter work week.

In the United States, as in Canada, about six out of every 10 persons (59 per cent) are at present opposed to a shorter working week, and 35 per cent are in favour.

# EDUCATION: The Key to Freedom In an Automated Society

by Timothy E. Reid

Canada can no longer afford the luxury of wasting so much of the intelligence and so many of the abilities of most of its people. Our formal educational system has been, and is, extremely wasteful, in that too many of our youth leave it before they have even moderately developed their potential thinking abilities.

In the years 1945 to 1957 we could afford this waste in a strictly materialistic sense. The thousands of young people who left our schools before their intelligence and talents had been developed as far as possible by formal education could choose from a wide variety of opportunities in the world of work—a wide variety of well-paying and steady jobs on the production lines of our factories, on the pipe lines, and in the offices.

Threatened labour shortages for jobs of a more complex nature could be met by a national policy of importing, on a selective basis, educated and formally trained people from Western Europe, thus preventing our economic growth from slowing down because of a "qualitative man-power bottleneck."

This Canadian experience in the postwar years to 1957 was the opposite of the Western European experience. In countries such as Switzerland and Sweden, for example, the education system held on to, and brought out, the potential abilities of the young Swiss and the young Swedes so that when they left school they joined the labour force in quite complex ability-demanding occupations; less ability-demanding but essential jobs, particularly those of an unskilled and manual nature, were filled by people imported from Southern Italy and Spain—people whose educational attainment was absolutely and relatively low.

In Canada, the less demanding jobs were filled by young Canadians who left the educational system; the more demanding jobs were filled to a significant extent by importing better-educated Europeans. Many highly industrialized European countries imported their "hewers of wood and drawers of water"; Canada produced her own native sons. In short, Canada sapped the educational systems of Western Europe to bridge the gap between the high-quality labour requirements of her complex industrial economy and the limited supply of properly educated personnel flowing from her school systems.

## Reasons for Waste

There were two reasons why we could afford the luxury of this educational waste during the first 17 years after the "second world war." First, most undereducated Canadians could find productive income-producing work; the level of technology in our economy meant that young workers were needed to

the extent that almost any youth could leave school with less than Junior Matriculation and start immediately into a job which would last longer than a few months. The men could support families. Secondly, our economy could function at a high level of efficiency with the overall level of education of the labour force provided by the Canadian education system as a whole, strategically supplemented by the products of the Western European school systems. The reasons we can no longer afford the luxury of an inefficient educational system in Canada are just the opposite. The new technology means that a great many undereducated Canadians will not find income-producing work—the jobs their fathers got when they left Grade 10 or 11 have been taken over by the new technology incorporated in the automated machines. Furthermore, the Canadian economy cannot function effectively with the present level of education of the labour force—a level in which 43 per cent of the labour force has Grade 8 education or less. Ours will be an under-achieving economy because of this restriction—and this is happening at a time of increasing competition from other countries, and at a time when educated Europeans are quite happy to stay in Europe rather than

*Professor Reid lectures in economics at York University, Toronto, is Co-ordinator of Secondary School Affairs, and is also Secretary of the Faculty of Graduate Studies at York.*

*The present article was prepared from lectures delivered by Prof. Reid this summer to the Ontario Department of Education's Secondary School Principals' Course at the University of Western Ontario in London, and Queen's University in Kingston.*



—Photo by Gilbert A. Milne & Co.

### Timothy E. Reid

make the long trek to Canada, despite an active government policy of shopping around in Europe. Canada is now almost entirely dependent on its own educational institutions. The federal Government and the provincial governments had better not only wake up to this fact, but do some revolutionary decision-making to meet it. Quebec, of course, has already awakened—and leap-frogged the rest of us.

Another conclusion about automation and education is that the new technology could very well cement those conditions in our society which tend to perpetuate the sons and daughters of the poor staying poor, and to perpetuate the sons and daughters of the middle-class and wealthy staying middle-class and wealthy. Automation is already supporting these conditions. The cement is already drying to set a definite two-class social structure in Canada which is, in many ways, more invidious than Marx's "increasing immiserization of the proletariat." The reason for this ossification is that for the first time in the history of man, education is placed squarely between man and his work; modern technology has advanced to the point where this relationship exists for almost all men and for almost all work.

Today, the undereducated are the unemployed. The unemployed are the poor. The children of the poor are the school dropouts. The school dropouts are the unemployed.

Or, we can take a look at the other circle. The educated are the steadily employed and are the middle income and the rich. The children of the middle class stay in school—many of the less able enter and scrape through our universities. The well educated are the employed. The Dominion Bureau of Statistics puts the relationship in these terms: "Canadian children of wealthier parents are more likely to continue at school longer than the children whose parents are in the lower earning brackets." For example, one out of every two 19-24-year-old children of parents whose family income is \$7,000 or more is studying at an educational institution, while only one out of every eight such children of parents whose family income is \$3,000 or less is still studying.

### Mobility is Gone

The point is that never before has education come directly between man and his work. It used to be that a lot of our youth could leave school early and step immediately into jobs—and fairly well-paying jobs at that. To be undereducated was not necessarily to be unemployed and therefore without adequate income. The sons and daughters of the undereducated and *almost-middle-income* parents were about as likely to continue at school as long as the sons and daughters of better-educated and middle-income parents. The social structure *was mobile*. What is *new* in this decade is that the new technology has cut this mobility to the quick—we are, in fact, living in a highly rigid class system. More and more of the undereducated cannot work and earn income, and their children drop out of education. The cycle is on.

The group of people in our society made up of families which have parents with very little formal education and with incomes above \$5,000 is becoming relatively, if not absolutely, smaller and smaller. In the 1920s and the 1950s such a family was not a rarity. All the welfare payments in the world can't make the average undereducated, unemployed father of today a middle-income statistic.

My third conclusion about automation and education concerns automation as a tool in the educational process. We have all heard about the new teaching machines. We may or may not have seen or used them. One thing is certain: they will make a great difference to teacher and pupil alike, for they can relieve the teacher of much of the drudgery of teaching, and at the same time provide the pupil with an individualized program of learning. I shall elaborate on this later.

For the moment, I would like to note simply that there is a very real danger that the principals and teachers of our schools will depend on the teaching computer too much. The temptation will be to program

most of the curriculum and entire courses into the teaching computer because it will look like a reasonable and efficient thing to do, particularly because each student will be able to be individually taught. This would be a mistake; we must not ascribe to the teaching computer magical qualities and try to press it beyond its limitations. The teacher must teach and supervise those who monitor and co-ordinate the teaching computers; the teacher must *not* become the monitor and co-ordinator of machines.

In this way, automation could be working at cross purposes with itself. It stands to reason that anything that comes out of the teaching computer can be done by the computer—therefore the pupil “educated” primarily or solely by teaching computers simply becomes a poor and inefficient copy of the machine. The abilities needed for an automated society—the abilities developed through education—are precisely those abilities the computer cannot teach. For example, on the one hand, automation *in the economy* demands a labour force with certain high-calibre qualities. On the other hand, automation, *as a teaching machine*, could educate people with the wrong kind of qualities for the labour force.

Another way of stating this possible quandary is to say that, in the economy of the remaining third of this century, the automated machines will require more human qualities from the men and women of the labour force, while the automated teaching

machines in the high schools and post-secondary school institutions may be closing man in by making him more like a machine—like the teaching computers themselves.

There is a very real danger that computer-monitored instruction, unwisely used, could result in a perversion of intent—to make men think like the computers that assist in teaching. A person who is educated to think like a computer will not be able to compete with a computer for a job in the labour market, nor will such a person have the disciplined imagination and insight necessary to manipulate the new machines or to understand and be able to supplement for their limitations.

### What Kind of Education?

My fourth general observation is that the new technology makes it imperative to decide what the purpose of education is, what kind of education is needed for an era of radical technology change in which machines are much more efficient than man in so many new ways. For example, to establish any new post-secondary educational institutions which have, as their primary function, education “for routine skill jobs in a conventionally work-oriented society” is ironic, since planning education “for specific occupations will be more difficult because of the lack of sufficient foreknowledge about specific occupational needs as they are altered by rapid technological change” (Donald N. Michael, TEQ, Spring 1965).

## CREATION OF THE NEW CLASS SYSTEM

During the 1950s, the new technology of automation began to cleave society, particularly its younger members, into the two clearly distinguishable classes. Today one class is made up of the undereducated, most of whom, because they are undereducated, are chronically unemployed or work only sporadically and who, because they are unemployed, live in deprivation, poverty or destitution.

The other class is made up of the people who have, at the very minimum, four years of secondary school education, and most of whom, because they have sufficient formal education, are continuously employed and who, because they are steadily employed, have incomes of at least \$5,000. What Karl Scott, President of the Ford Motor Company of Canada said last year was true even in the mid-1950s. He stated that, “As our technology advances . . . the relative number of unskilled jobs will go down, and the undereducated will face increasing difficulty in making their way in life.” His prediction was, unfortunately, already fulfilled by the time he made this statement.

The empirical validity of this statement is staggering. According to the Census, 83 per cent of the unemployed in Canada in 1961 had less than four years of secondary school education. Or, take the fact that the unemployment rate for Ontario’s teenagers who drop out of school prior to grade 12 and who do not take further apprenticeship training in government programs is greater than 15 per cent . . . at a time when the average unemployment rate for the province is about 3 per cent.

Now this is very sad in itself; it is sad that the invisible hand of the market place can no longer guarantee jobs for all but a few *regardless* of education. But what makes it an invidious state of affairs is that the mobility—the movement of people—between these two groups is increasingly becoming a myth. Whenever we speak of “democracy,” “free society,” “open society,” “liberal society,” and “freedom,” many of us rationalize the fact that one out of every four people in Canada lives in deprivation, poverty or destitution—or rationalize plenty in the midst of poverty—by saying: “Oh well, everyone has

a reasonable chance, if not an equal chance, to be in the 'plenty' category if only he strives for success." In short, "social mobility" is not only assumed to be broadly operative as a vital characteristic of democracy, but is pulled out of the grab-bag of clichés as the sop to the existence of poverty, filth, ignorance, and disease in Canada.

What the new technology is doing is destroying at a very rapid pace, what "social mobility" there is between those in poverty (particularly those born into poverty) and those in plenty (particularly those born into plenty). Increasingly, those sons and daughters born of mothers in the lower and poverty income brackets are themselves locked into these incomes, a great many of which are made up of welfare payments. Increasingly, those sons and daughters born of parents with incomes over \$5,000 are themselves assured of being in the same income categories and have excellent opportunities of joining higher income groups. In a nut-shell, this is the social fact that John Porter keeps returning to in his book *The Vertical Mosaic*.

### Creeping Rigidity

Let me attempt to document the nature and reasons for this creeping new class rigidity, which only a very few Canadians born into poverty can ever break out of in the years ahead.

In its very cautious language, the Dominion Bureau of Statistics states: "... children of wealthier parents are more likely to continue at school longer than children whose parents are in the lower earning brackets. This is substantiated by the occupational data which show considerably higher proportions of these children at school among such relatively high salaried occupations as the managerial and professional than among lower wage earning occupations." And this is further substantiated by the parent educational data which show considerably higher proportions of children of salaried college-educated parents at school than among less educated parents: "Parents with an inadequate education are generally in the lower-income brackets and, therefore, find it a greater financial strain to keep their children at school beyond the years of "compulsory schooling."

For example, while 91 per cent of 15- to 18-year-old children of parents who earn \$7,000 and more each year are at school or university, only 61 per cent of such children of parents who live on \$3,000 or less are at school or university. In the older group, 19 to 24 years, the gap is even wider: 50 per cent compared to 12 per cent. Ninety-two per cent of the 15- to 18-year-old sons and daughters of well-paid professional engineers are at school, while only 58 per cent of the teenage sons and daughters of low

paid non-farm labourers pursue formal education. In the older age-group, the comparison is 57 per cent to 10 per cent. Take the children of parents with a university degree who would be making at least middle-income salaries compared to children of parents with Grade 8 or less formal education (about 57 per cent of the population). The comparison for the older age group is 64 per cent to about 10 per cent, and for the younger age group, 94 per cent to about 55 per cent.

In a more specific Ontario study by Professor W. Fleming<sup>1</sup> in the 1950s, it was found that while 31 per cent of the labour force was accounted for by low-paid and often unemployed, unskilled and semi-skilled workers, the children of these workers accounted for only 14 per cent of the Grade 13 students. In a city study (L.G. 1963, p. 112), Professors Hall and McFarlane concluded that the percentage of the children of manual workers in the city in question reaching Grade 13 was less than half the percentage of the children of non-manual workers. Hateful as totalitarian states like Russia, Poland, Yugoslavia might be, if you are the son or daughter of a manual worker in these countries, you'll have just as much opportunity to participate in the final year of secondary school as will the child of a non-manual worker.

Let's look at the universities. In a 1961 Dominion Bureau of Statistics sample survey of Canadian university students, it was found that while about 65 per cent of the heads of families earned annual incomes of less than \$5,000, the children of these families accounted for only 30 per cent of the students taking arts and sciences. In a society of equal opportunity, the percentage *should* have been much, much closer to 70 per cent.

In an earlier study, DBS noted that, while 96 per cent of Canadian families had incomes of less than \$10,000, the children of such families made up only 78 per cent of the medical students and only 72 per cent of the law students. In a Quebec study done during the Duplessis regime, it was noted that while 43 per cent of the provincial labour force was accounted for by unskilled and skilled workers, the children of those workers accounted for only 14 per cent of the university student population.

### One Out of Four

Now, *regardless* of the reasons why children of the lower-incomes class do not occupy their fair share of high school and university places, the *fact* is that, if a child's father brings home an annual income of less than \$4,000 a year—and probably one out of every four families in Canada are in this category—today that child's chances of participating in the work of the final high school year

are little more than half the chances of a child whose father brings home an income of over \$7,000.

Let me put the fact another way. I am willing to estimate that of the 61,000 teenage pupils who dropped out of education *altogether* in Ontario between September 1963 and September 1964—and by this I mean pupils who “retired from school life” completely, pupils who did not go into further training of any sort, and pupils who did not leave the Province or die or become physically or mentally disabled—50,000 were *born of parents whose family income at the time the child dropped out was below \$5,000 or even \$4,000*. In short, over 80 per cent of our teenage education-leavers in 1963-64 were from the lower-income class—primarily the poverty class.

The next part of my argument is the obvious one: Without a secondary school education, a young person in Canada either will not be able to find a job, or the job he does get will likely be automated in a few years. He will start the run of part-time work and eventual unemployment, and he will, as a consequence, be in the lower-income class. For example, over 20 per cent of the class of '64 dropouts were not employed between the time they left school and September 1964. Another 45 per cent went into labouring, agricultural, and clerical occupations—*precisely* those occupations which are being hit and will be hit increasingly by labour-saving technological innovations. Those in labouring occupations will be hit by factory automation, and those in clerical occupations will be hit by office automation, and these undereducated members of the work force will be the first to go.

The trend of our unemployment is becoming even more concentrated among the under-educated, and shifting to an entirely new level. Many undereducated fathers and sons will lose their jobs *at the same time*.

In summary, then, social mobility between the poor and the rich is already largely a myth in Canada today. The fact is that most children of the poor drop out of education before completing high school. With inadequate education most of them will be condemned to low earnings even if automation does not put them in the ranks of the chronically unemployed. Their children will be the high school dropouts of the 1970s who will in turn be the unemployed. Only a few will break out of the class cycle. This is hardly the democracy we like to believe we have in this country.

I have been very careful not to attempt to explain *why* the children from low-income families make up the vast majority of our educational drop-outs. I have been careful, I think, to make merely a statement of fact—

a correlation if you like—which states that the forces in our society today, particularly technological change in conjunction with the ways in which our society has evolved or has been haphazardly organized, are cementing a classical two-class structure.

### The Reasons for Dropout

I would like now to state what I consider to be some of the reasons for so many inherently able, intelligent, and creative sons and daughters of the poor dropping out of education altogether, many before the age of 16, often after years of passive “sitting-in.” Too many quit education with their innate ability still locked up inside them. When I say “too many,” I mean both in terms of the absolute number of individuals involved, and relative to the dropout rate of middle-income children.

The latter relative measure is important as an index of the degree of real meaning to the concept of “equality of opportunity”: In theory, *any* discrepancy seriously challenges the validity of democracy in our society. I shall also make a recommendation which, if implemented, would go a long way in creating genuine equality of opportunity or, if you prefer, equality to compete for the very scarce senior high school places and post-secondary school educational places in Canada.

At bottom, I believe that a great many Canadian families who live on \$4,000 a year or less—about one in four families—simply “do not transmit the cultural patterns necessary for the types of learning characteristic of the schools and the larger society.” (Bloom, p. 4)<sup>2</sup> The popular expression is that the children of such families are “culturally deprived” or “disadvantaged.” The research results in this field seem undeniable. They are probably quite obvious to you.

“For the most part, it is the adults in the home who serve to stimulate the child’s intellectual development . . .” For example, many children in the low-income homes, particularly in rural areas, reach the age of six or seven without ever seeing a book. Often the very word “book” is simply not part of their vocabulary. A child’s world without books is often the result of a lack of concern and a lack of stimulation by parents for “achievement and learning on the part of the child.” It is also the result of the parents having poverty incomes which make it difficult for them to choose—even if there is a bookstore nearby and they contemplate the choice—children’s books over a little more food and clothing, particularly when most children’s books have to do with little Johnny playing with his tricycle on the broadloom with the backdrop of a fireplace and a stereo.

Publishers don't publish or commission stories and books for the poor or about the poor because the poor don't buy. And governments of course, musn't get involved too directly in such free enterprise activities. One small step in the right direction which could be taken by the Ontario Government would be to allow school children to keep their so-called "free" textbooks to take home permanently rather than store them in a school closet.

Neither do poverty homes contain as wide a variety of so-called "perpetual experiences" for a child as middle-income homes. "The typical middle-income home provides a very complex environment for the child's early perceptual development," and this gives these children a great advantage at the beginning of Grade 1 over the children from the low income homes.

### A World without Books

Linked to perceptual development of the child and to his world, with or without books, is his linguistic development. The extension and development of speech—the ability to communicate—is one of the major differences between the two groups of children. In many lower-income homes, the parent often responds to the crude and limited language of the child with a monosyllable or with a nod of the head without using any words . . . There are often too many other people around, both members of the family and tenants, to devote much attention to any one person. In middle-income homes, the child is more often carefully responded to, and the "frequent use of language in relation to his environment and the people in it enables the child to use words and language as tools for thought . . . In short, he learns to learn very easily . . ." which includes motivation to find pleasure in learning.

Now, what I have tried to say thus far is simply that "Children without words are licked before they start . . . Children without words become school dropouts; dropouts deprived of hope behave delinquently. Amateur censors blame delinquency on reading immoral books and magazines, when in fact, the inability to read anything is the basic trouble." (*Saturday Review*, Feb. 13, 1965).

In sum, poverty homes too often breed children without words at the age of five or six. All later learning is likely to be influenced by this lack of basic learning. A child from such a background will have difficulty and constant frustration from the demands of the typical elementary-school program. "His frustrations and disappointments in school are likely to have an adverse effect on his view of himself, and his main desire

must be to escape from the virtual imprisonment which school comes to represent for him." (Bloom, p. 16)<sup>2</sup>

If he lasts to secondary school he is probably "reading at a level approximately 3½ years below grade level." Because he literally cannot read the high school "arts and science" textbooks of Grade 9, the extremely likely probability is that he will shift into the streams (particularly the four-year streams) labelled "science, technology and trades" or "business and commerce" or "occupational programs". In too many cases, the choice to get out of the "tough reading courses" of the five-year arts and science course has little to do with the pupil's inherent rational abilities or potential intellectual curiosity. Except in a few cases, the culturally deprived child has been successfully screened from taking a course leading to post-secondary school education involving arts and science as entrance requirements, particularly to our universities—and this screening has started in the primary grades.

To my mind the statistical evidence quoted earlier strongly supports a process such as I have just outlined. Indeed, what Professor R. W. B. Jackson<sup>3</sup> said of the 1950s will, in my opinion, be accentuated in the immediate years ahead, particularly in Ontario. He said ". . . we are utilizing to the full the talents of no more than one third of our academically gifted young men and women." In another study of an Ontario city, the authors concluded that two thirds of the students who went to university were less than brilliant, and that only one fifth of those who were brilliant reached university.

Of course, if more funds were devoted to educational research, we could find out the extent to which my conclusion is true; it would involve simply a comparison of the income background of high school students in the five-year academic stream with the other streams.

### Measures for the Culturally Deprived

I am fearful that the so-called "Robart's Plan" instituted in Ontario secondary schools a few years ago is resulting, and will increasingly result, in an extraordinary perversion of intent. Although it was clearly not planned as such, it may in fact turn out to be class legislation in the sense that it encourages children from lower-income homes to stay out of the academic stream leading on to university, and reserves places in that stream for the sons and daughters of the middle-income and wealthy parents.

In short, the recent re-organization in the high-school curriculum, because it is not backed up by a barrage of other educational measures for the culturally deprived, is contributing to the "enormous widening gap . . .

between those who can and do read intelligently (read and write, since the two intertwine) and do so habitually, and those to whom the printed word means little . . ." (*Saturday Review*, February 13, 1965).

I am also fearful that [Ontario Education Minister] Davis's legislation for Colleges of Applied Arts and Technology (CAAT) is merely a logical extension of the Robart's Plan. The CAAT proposal will, in effect, cement the fate of the culturally disadvantaged students who survive four or five years of high school in the non-university geared streams—the technical, commercial, and four-year arts and science. The principle of "separate but equal education" may have become a guiding principle of post-secondary school planning in this province. Instead of colour, poor or middle-class become the entrance labels.

The two plans together seem progressively to close the doors to re-entry to academic education after Grade 9 to those who are placed at an absolute and at a competitive disadvantage because of the accident of birth to parents with low incomes. In my opinion the class aspects of the two plans will disappear only if the following steps are taken immediately to insure that the culturally deprived children in our society have as good a set of initial communication skills and intellectual development as children of equal inherited ability from more culturally advantaged homes.

### Compulsory and Free

Compulsory and free nursery schools and kindergartens should be organized "to provide culturally deprived children with the conditions for their intellectual development and the learning-to-learn stimulation which is found in the most favorable home environment. Such nursery schools and kindergartens should be very different from the nursery schools and kindergartens commonly used for middle-class children . . . The teachers for this new type of nursery school-kindergarten should be carefully trained . . . to do for many children what very good parents can do for a small number of their own children." (Bloom)<sup>2</sup>

Through such special educational efforts, thousands of culturally deprived children in this country can be brought up to satisfactory stages of readiness for the regular school learning. To a much greater extent than today, *all* children will be able to have genuine equality of opportunity to develop their intellectual abilities and, if there continues to be a shortage of places for able students in our universities, to compete in a meaningful competition for those places regardless of the income of their parents.

This is perhaps the most essential way for education to become the key to freedom in an automated society.

It may seem somewhat of a letdown to conclude this section on automation as the creator of the new class system, and education as the key out of that class system, with the single proposal for what amounts to "compulsory universal opportunity before Grade 1". However, I believe it is the key and the *only starting point* to the new economic and social forces of our times. For example, to be concerned with such proposals as "free university education" is to focus attention on the wrong end of the problem. The same can be said for the current concern for Community Colleges in this province. Besides, as Professor Ian Drummond<sup>4</sup> has said: ". . . those who advocate free higher education are actually encouraging a transfer of benefits from the poor to the prosperous . . . because on the average, the families of university students are better off than the rest of the Canadian population."

A brief look at the information concerning the availability of kindergartens in Canada is instructive, and tends to justify my single emphasis in this area of education. The information from the Dominion Bureau of Statistics indicates the following: Less than half the number of Canadian children age 5 and 6 attended school and kindergartens in 1961. Probably over 60 per cent of the 5- and 6-year-olds in urban centres attended school and kindergartens, while about 40 per cent in the rural areas attended.

While Ontario had relatively more kindergartens than elsewhere in Canada, the gap between urban and rural was much greater than the national gap because of the very large number of private kindergartens in Toronto. Nova Scotia, on the other hand, while also higher than the national average, had only a very small gap between urban and rural, both aspects being due to the provision for 5-year-olds to attend what are referred to as pre-Grade 1.

I have two reactions to this information. First, it is surprising that only one out of every two children ages 5 and 6 is in kindergarten or school. In my opinion, this is appallingly low. Secondly, most kindergartens are located in urban centres, particularly in Ontario, which means that children from rural-poverty homes have even less of a chance of starting Grade 1 on a par with children from non-poverty homes in the country.

It would not, I think, be overstating my case to say that the absolute and relative lack of free kindergartens in counties in Ontario such as Prescott and Russell contributes significantly to the extremely low high-school retention rate compared to coun-

ties such as Carleton. Such a conclusion is supported by the Nova Scotia information, in which there is very little discrepancy in

high-school retention rates between counties, due to some extent, to the more equal geographical distribution of kindergartens.

## AUTOMATION, EDUCATION, ECONOMIC GROWTH AND UNEMPLOYMENT

As I noted, there are two hard-headed, practical reasons why we cannot afford to tolerate our wasteful and inadequate process for education in Canada

First, we cannot sustain the rate of economic growth of 5-7 per cent in the years ahead without supplying the production function of the economy with a large and continuous flow of highly educated and qualified members of the labour force. The new complex machinery and industrial processes which we are increasingly using to produce those things which make up our material standard of living, require more and more educated, highly talented and highly competent people to manipulate and operate them.

We must have the new automated equipment and information systems in order to remain competitive with other nations. Otherwise we will not be able to continue to compete with the prices and quality of the goods of other countries, either at home or on the international markets of the world. The new technology of automation will be grossly unused in Canada, and the automated equipment which is installed, inefficiently used, unless we can properly run the new machines.

Equally important is the fact that without a rate of growth in the production of goods and services in Canada of 5-7 per cent in the decades ahead, 10 to 15 people out of every 100 people looking for a job will be unable to find one. The job opportunities simply won't be there. The point is quite simple—we have got to have enough highly talented and able people going into, and coming out of, our formal educational process, of the right education to operate and manipulate the new technology in the form of automated equipment and information systems. This is necessary in order to create enough jobs of a different nature that can be filled by people with less formal education. Unless this happens, many people with a good secondary school education will join the ranks of the unemployed undereducated.

The second and related hard-headed practical reason why we cannot afford to continue to tolerate our wasteful and inadequate process of formal education is simply that there will not be nearly enough jobs to go around for even a quarter of the undereducated who want income-producing jobs. Unless we change our ways quickly and very radically, we will have a peculiar and a very nasty unemployment welfare crisis on our hands in six years' time (1971): At least 10 per cent of our labour force could be offi-

cially unemployed and almost all of them with a miserable formal educational background of elementary, or, at the most, two or three years' secondary school. Furthermore, 75 per cent or more of them could well be under 30 years of age.

In 1971 this translates into 850,000 undereducated men and women looking for work and unable to find it, with about 640,000 in their teens and twenties. This is a frightening reserve army of labour, with frightening characteristics. Conscription into our armed forces or some other cause might be the only way of preventing a violent physical revolution at the worst, and massive welfare payments for income maintenance and psychological treatment at the best.

### Three for Every Two Jobs

I assure you that I am not freely using my imagination to arrive at these forecasts. In 1961, one out of every two people looking for work and unable to find it was in his teens or twenties. Eighty-four per cent of these younger members of the unemployed labour force had less than four years of secondary school education. This specific group (undereducated, unofficially unemployed men and women in their teens and twenties) made up almost 38 per cent of the total unemployed labour force. Other statistical indicators make it quite clear, to me at least, that in 1971 there will likely be well over half a million undereducated out-of-school Canadians in their teens and twenties who are looking for work and unable to find it.

In short, the number of jobs opening up in the years ahead for people with less than five years of secondary school education is not going to be nearly sufficient to absorb the number of such undereducated people looking for work. It is likely that for every two such job opportunities in 1970, three people will be available to fill them. That makes an unemployment rate for this particular group of 33 per cent. The reason for this is that technological change, particularly automation, is eliminating the bottom educational rungs of the employment ladder at a time of a youth population explosion and inadequate educational opportunities for older teenagers and youths in their twenties.

As the Economic Council of Canada notes in its Report (L.G., Mar., p. 217) the occupational groups which are losing their share of employment are also those in which a relatively large proportion of the workers have the lowest levels of formal education.

The Report puts labourers, those employed in mining and quarry, those in logging and agriculture in this category; only 4.4 per cent of all labourers have 13 or more years' schooling, and there are relatively fewer and fewer job openings for labourers in the economy of the new technology.

In contrast, those occupations requiring advanced formal education are increasing their share of total employment. Professional and managerial occupations are the best examples in this category. Sixty-six per cent of all people in professional occupations have 13 or more years' of schooling, and there are relatively more and more job openings for such educated people.

At the same time, more and more teenagers are being excluded from the formal education system in Canada. For example,

in Ontario alone there will be 12,000 more teenagers in the age group 15-19 excluded from our educational system this [fall] than there were in 1963. (In 1963, there were 130,000 excluded, and it is estimated that there will be 142,000 excluded this September.) In Canada the unemployment rate for out-of-school and out-of-work teenagers in this age group has been increasing until today between 15 and 20 per cent are unemployed at a time when the overall unemployment rate is not much more than 3 per cent.

I very much doubt that anything short of a massive educational revolution in our elementary, secondary and post-secondary school educational system will prevent my predictions from being correct predictions. I hope I will be proven wrong, but I doubt it.

## AUTOMATION IN THE TEACHING PROFESSION

... Teaching computers will make education much more democratic since they make it possible to match the individual potentialities of pupils to specific courses. Basically, computer-monitored instruction makes it possible to duplicate in a very real way the tutorial type of instruction which is so often held up as the ideal method of teaching.

The potential educational force of the teaching computer for the culturally disadvantaged child is unlimited: not only can the inherently intelligent and able child who comes to school "without words" be brought up to the same level as children with words very quickly with the help of an individualized program and a sympathetic teacher, but most mistakes would be known only to himself and the computer, and, at the most, his teacher—his education experience in the most difficult period when he is catching up, could be devoid of shame in the eyes of his peers.

Secondly, the teaching computer, if wisely used, could result in a most worthwhile division of labour between teachers and the new machines. The teacher's functions could be much more appropriate to his human qualities as a person, with the machine performing the more routine functions.

In a more *fundamental* way, automation is a challenge to education. Automation means that man now has, or knows how to acquire, the technical capability to do very nearly anything he wants—if not now or in five years, then certainly in twenty-five, or in fifty years. If, then, the answer to the question "What can we do?" is "Anything", the emphasis shifts far more heavily than before onto the question "What *should* we do?" This is what John Dewey was getting at more than 30 years ago when he said: "We have displayed enough intelligence in the physical field to create the new and

powerful instrument of science and technology. We have not as yet had enough intelligence to use this instrument deliberately and systematically to control its social operations and consequences."

The question "What should we do?" is no idle one. As one American commentator said [recently] in the *Saturday Review*, July 17, in an article titled "Learning to Live with Science": "The question poses the principal moral implication of our new world. It is what all the shouting is about in the mounting concern about the impact of technology on society. Our almost total mastery of the physical world entails a challenge to the public intelligence of a degree heretofore unknown in history". The many will be challenged, as they have not been before, to rise to their maximum potentialities. The few—the teachers, the scholars and the artists—will find "that there is a new demand for them in the world, to muster, to shape, and to guide this new force".

### Survival in an Age of Change

Automation will mean freedom from drudgery. It will mean material abundance, at least in the western world, and this in turn entails a commitment to wisdom. This link, the link between automation and wisdom, has staggering implications for education. Automation's challenge to the purpose of education is indeed staggering. "Teachers who have been brought up to cherish the stable must take the children of parents who have been brought up to cherish the stable, and try to teach them that the stable, the unchanging, is unreal, constraining a false goal, and that they will survive in an age of change to the degree that they become familiar with change,

feel comfortable with it, understand it, master and control it". (*Saturday Review*, July 17, 1965).

The ethos of the new colleges of higher education in Ontario is, to my mind at least, the most important question in education in Ontario for the decades ahead. The lack of public debate by individuals who discuss their very serious "nagging doubts" in private might be explained by a sense of deference to the political judgment of the Education Minister and, if they are university teachers or administrators, their protective concern for their own institutions.

Perhaps one of the most depressing political aspects of the Education Minister's proposal for "colleges of applied arts and technology" is that he could be proposing the wrong thing for the wrong reasons. I have heard the following two "wrong reasons":

First, the principle of liberal arts education having a central place in the curriculum of the new colleges has been rejected—"applied arts" and "remedial courses" are not liberal arts—because of the case made by some university administrators against the general introduction of so-called "parallel" or "transfer" university liberal arts courses in the new colleges.

Those who are against the genuine liberal arts having a central place should make their case in absolute terms and not in terms of the vested interests of some universities. These universities do have the democratic right to exert pressure in order to protect what they consider to be in their interests. And theirs is a valid and genuine concern. However, an Education Minister has the duty to propose legislation in the interests not of a particular institution but in the interest of the people who elect him and his political party to govern.

Second—a more pragmatic reason for not placing the liberal arts in the centre of the curriculum for the new colleges. The argument is put as follows: Since there are not

enough teachers of academic subjects in the province to staff our expanding universities, the possibility of any genuine fostering of the liberal arts in the new colleges has to be ruled out. A related argument is that no university teacher or graduate student would contemplate down-grading himself to teach in the minor league when he is assured of a contract in the big league.

Surely educational philosophy concerning the individual, or the evident needs of the new manpower requirements of an era of technological revolution, should not bend to a soluble, short-run limitation? Surely a teacher of an academic subject should have the opportunity of making a very personal choice between teaching in a university or college?

### Imaginative Expansion

Some universities are fearful of genuine liberal arts in the new colleges because of a lack of confidence about withstanding public pressure (and therefore government pressure) to admit "transfers" on a possible mass scale. The universities would feel more confident if their own financing was more secure, and if, hand in hand with the establishment of academic subjects in the new colleges, they (the universities) were guaranteed more funds for their building programs and for their operating expenditures to provide university services for even greater third- and fourth-year enrolments.

The feared teacher shortage in academic subjects, which would be accentuated by a demand for teachers in such subjects in the new colleges, could be met by an imaginative plan of expansion in the graduate schools of the universities. Indeed, the new colleges, by providing opportunities for the study of the liberal arts, would free some of the resources of the universities for an even greater expansion of graduate facilities and teaching.

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# Work and Opportunity Programs

*One of conditions of full employment during coming years will be re-adjustment of labour supply to fit changing nature of labour requirements, says planning group for "war on poverty"*

Federal and provincial governments have given increased emphasis to manpower development programs in the past years, says a statement last month on the federal work and opportunity programs prepared in the Special Planning Secretariat of the Privy Council Office by F. V. S. Goodman. Mr. Goodman is a Department of Labour economist who has been seconded to the Secretariat to assist in the development of the federal Government's new series of work and opportunity programs, popularly known as the "war on poverty." (L.G., Sept., p. 794).

One of the conditions of full employment during the coming years will be a re-adjustment of labour supply to fit the changing nature of labour requirements. This re-adjustment will call for large-scale efforts in training and education.

In Canada at the present time, the shortage of skilled workers has become a serious bottleneck in the expansion of particular industries. Efforts to get such workers from overseas are not nearly as effective as they were in the early postwar years.

At the same time, advances in technology and geographic shifts in industrial activity continue to release unskilled workers to the labour market to join an increasing number of young persons without the necessary skills to fill many of today's jobs. The training or retraining of such persons will become an increasingly important source of skilled manpower.

Because by far the largest proportion of the unskilled and the little educated and the unemployed are poor, new training programs must be directed to this group. In most cases, other conditions of poverty—health, housing, social environment and attitudes—are formidable barriers to retraining or further education. The reasons for not enrolling in or dropping out of a retraining course may have little to do with ability, but rather with health, or conditions for study at home, or the need for money to live.

To make training programs effective, therefore, it is necessary to treat the whole problem of poverty. In effect, the achievement of full employment necessarily involves public policies and programs directed toward the elimination of poverty.

## Special Program Committee

When the Prime Minister announced at the beginning of April a program aimed at the elimination of poverty, he emphasized that

the Government did not intend to create a new department or administrative agency but rather to strengthen, co-ordinate and make more effective the efforts of existing departments. The technique for accomplishing this was to establish a Special Program Committee of the Cabinet, with the Prime Minister as chairman and the Minister of Labour as vice-chairman.

The functions of the Special Planning Secretariat, which was established to assist the Cabinet committee, are:

- To analyze the various existing federal measures that help toward overcoming inadequate opportunities;

- To assess the extent and the nature of the problems of poverty and inadequate opportunities;

- To develop proposals for further federal action and for its co-ordination in the interest of maximum effectiveness;

- To consult with the provinces and non-government agencies, so that federal action can make its contribution in concert with the many measures that are provincial responsibilities.

The membership of the Secretariat is now drawn largely from departments with programs in this area: the Departments of Labour, Health and Welfare, and Industry, and ARDA (Department of Forestry).

A number of legislative measures were in process when the Special Program Committee was formed and its first task was to accelerate legislative action on these programs. The first program put into effect was the Manpower Mobility Program, designed for people unable to take advantage of job opportunities in another locality without help.

Under this program, a person who is unemployed and has a job to go to in another locality may borrow the money necessary to move his dependants and household effects, and an additional amount up to \$1,000 to re-establish a home in the new place. If he has been unemployed for four months or, having completed a training course, is unable to find a local job, he is eligible for a grant for the same purpose. The program is administered by the National Employment Service.

A second program put into effect was the Area Development Program, designed to encourage the development of jobs and job-training in areas of heavy unemployment and underemployment. One of the incentives

adopted was a development grant to new manufacturing and processing plants, or to an existing enterprise for expansion, based on the size of capital investment.

In order to make these grants effective in creating work for *local* workers in low employment areas, special measures are being taken, through consultation between the firms receiving the grants and the National Employment Service, to utilize the available labour force more fully. Measures are being taken to increase the scale of training programs now operating under the federal-provincial agreements.

### Experimental Training Projects

Finally, the Area Development Program envisages a series of experimental training projects designed to shed light on new methods and techniques of raising the levels of education and skill, particularly in areas of heavy, chronic underemployment.

The Area Development Program is aimed at the creation of opportunities for training and jobs in areas of chronic, long-standing underemployment. It is not designed to accelerate the growth of jobs in centres that are already experiencing relatively high growth rates. The purpose is to bring work to, and raise the level of skill in places where people are now living and in need of jobs.

The drawing of boundaries around such areas is a difficult problem, partly because of limitations to the available statistical measures of unemployment and underemployment. The criteria for the selection of areas were developed in consultation with the provinces. Although they could not be expected to meet the wishes of everyone, they are the most satisfactory that can at present be applied consistently across the country.

A third major part of this series of anti-poverty measures is the Canada Assistance Plan, which is designed to make possible more intensive efforts to help people become self-supporting and so escape from assistance. The Plan consolidates a group of important income-support measures. It also increases the scale of the assistance programs to which the federal Government contributes, e.g., it will cover close to 200,000 needy mothers and dependent children now excluded from the cost-sharing provisions of the Unemployment Assistance Act.

The fourth area to which the Special Program Committee is giving priority is the problem of rural poverty. A special fund is to be established in order to broaden the range of projects to which the federal Government can contribute for improving opportunities in areas of rural poverty.

The Company of Young Canadians is a special project which the Government has included in this group of priority measures.

It is designed to provide an outlet for the enthusiasms and talents of young people, and a way for them to volunteer in eradicating poverty and encouraging community development in Canada and overseas.

### Federal and Provincial Programs

At a federal-provincial conference in July, the Prime Minister emphasized that the expansion of federal government activities under the general poverty and opportunity program is not intended to displace provincial actions in this field; this would defeat the purpose of the program. The object is to increase the total effort in this area and, in fact, to make it easier to co-ordinate federal and provincial programs.

With respect to the Manpower Mobility Program, for example, the federal Government has stated that the movements approved under the program will not conflict with provincial policies of regional development. Similarly, the Area Development Program is not intended as a substitute for provincial programs of regional development. Through consultations with provincial officials, the Area Development Program has been altered to a considerable extent to make it complement provincial policies in this area.

Poverty problems cut across provincial and federal responsibility, and programs designed for their solution are inter-related. Unemployment, underemployment and the unwillingness or inability to take advantage of job opportunities are intimately tied to low education, lack of training and poor health. Efforts to solve one aspect necessarily involve companion action to cure the others.

The Area Development Program provides for an expansion of training efforts in the high unemployment and underemployment areas. Special emphasis on manpower training in these areas is necessary because otherwise neither the local workers nor the new industries can derive full benefit from the program. As in the programs now operating under the existing training and vocational rehabilitation agreements, the success of this program depends entirely on co-ordinated action by federal and provincial departments. Its success depends also on making appropriate use of existing services.

For many reasons—low education, lack of motivation, etc.—the problem of developing new skills in areas of high and chronic unemployment is more difficult than elsewhere. To do so requires not only an expansion of existing training programs but also the development of new methods and new techniques of, first, convincing people of the need to take training and, secondly, communicating

with them in a way that they will accept. The Area Development Program therefore provides for co-operative action by federal and provincial authorities to expand the scale of training within the existing provisions of the Technical and Vocational Training Agreements, and for federal-provincial experimen-

tal pilot training projects designed to develop new methods of training and motivating people.

These pilot projects will be carried out in designated areas, and if the results, are found to be useful, they will be available for application elsewhere by provincial authorities.

## McGill University's 16th Annual Industrial Relations Conference

*Economic sovereignty, manpower displacement, and international union influence on Canadian collective bargaining were among the topics discussed. Theme was "Domination or Independence?"*

The position of American-owned companies and international unions in Canada in relation to the parent organizations in the United States, and the degree of autonomy exercised by them, was the subject of the 16th Annual Industrial Relations Centre Conference, held at McGill University on September 9 and 10. The theme of the conference was, "Domination or Independence?" Between 90 and 100 delegates attended the meeting.

The conference was addressed by four principal speakers. Their names and the subject of their addresses were: Neil Chamberlain, Professor of Economics, Yale University, "The Concept of Economic Sovereignty in Relation to Business"; A. E. Balloch, Vice-president and General Manager, Bowaters Mersey Paper Company Ltd., Liverpool, N.S., "The Locus of Decision-Making in Displacement Problems"; Dr. John H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto, "Relationships of the Central Labour Federations"; and Bryan Downie, Assistant Professor, Queens University, "International Union Influence on Collective Bargaining in Canada."

Michael Barkway, Editor and Publisher, Financial Times, Montreal, spoke at the dinner on the subject, "Is Canadian Sovereignty Possible?"

### NEIL W. CHAMBERLAIN

A plan under which a foreign parent corporation would divest itself of ownership of a Canadian subsidiary at the end of a stated period of years was proposed by Prof. Chamberlain in an address on "The Concept of Economic Sovereignty in Relation to Business."

The plan suggested by the speaker, who is Professor of Economics at Yale University, was offered as a solution to the problem of "dual sovereignty" confronting foreign-owned subsidiaries established in Canada. Such com-

panies, he said, are subject both to the parent company in a foreign country—usually the United States—and the Canadian Government.

American-owned companies in Canada, being residents of the country, "are units of a larger organized society of which the Canadian Government is the peak authority." But they "are also part of another larger organized society of which the corporate headquarters, off somewhere in the United States, is the peak authority." When either of these authorities, the Canadian Government or the parent company in the United States, "exerts its sovereign powers—which are hierarchical even though not absolute—these Canadian business units recognize and accept its discretion and authority. . . .

"There is no reason in the world why the philosophy, interests and objectives of an American corporation should be identical with those of the Canadian Government. These two authorities have basically different purposes and functions. But the subsidiary unit must respond to both. It must view itself as an integral part of the two distinct systems."

The difficulties arising from such divided allegiance can be exaggerated, the speaker pointed out. "After all, there are lots of situations where individuals and organizations must recognize plural authorities. A business firm must divide its allegiance between province and federation, for example. A worker must learn to respect the proper authority of his company's management as well as of his union. . . ."

When two separate authorities have control over the same unit, trouble will arise if the interests of the two authorities conflict, and if the conflict cannot be reconciled, Prof. Chamberlain said. He then went on to consider whether, in the case of American-owned subsidiaries in Canada, the causes of conflict were important, and if so, whether

matters could be adjusted in a way acceptable to both authorities.

Going on to distinguish the "areas of conflict," he mentioned two broad categories. Since a parent company in the United States owes allegiance to its own government and culture, it may become a vehicle by means of which U.S. philosophy and U.S. policies are intruded into the Canadian economy." Examples of this would be the legislation passed by the U.S. Government forbidding its nationals to trade in certain goods with nations regarded as unfriendly, such as Cuba and China; and U.S. anti-trust legislation, which had been held to be applicable to "certain activities of American subsidiaries abroad, regardless of whether the policies of the host country are permissive or encouraging in contrary respects."

The influence of American culture in this matter, he said, was even more pervasive, if harder to pin down, than the effects of actions of the American Government. "The U.S. company is likely to urge, if not require, its foreign subsidiaries to follow certain business policies and practices which have been tested successfully in the United States." Also, this cultural allegiance of the American corporation was revealed in its policy regarding research. U.S. companies were inclined to concentrate their research activities in the United States, and this reduced opportunities for Canadian scientists and specialists in Canada.

#### Access to Research

Although the speaker did not deny the advantages that U.S. subsidiaries in Canada derived from having access to the results of research in the United States, he said that this rather missed the issue. "The concentration of research in the United States is only partly due to economic reasons. In part it stems from a cultural myopia. The research activities of industry today play a considerable supportive role in our educational institutions. . . .

"Research activities provide laboratories for university instructors, either on leave or on consulting assignments, which enrich their experience. Professional researchers and career teachers sometimes exchange positions for a year or two, with advantage to both. Corporations subcontract part of their research activities to the universities, involving graduate students as well as instructors. Thus corporate research has an educational function in society, as well as an economic function. Funneling the research results of U.S. corporations to Canadian subsidiaries performs the economic function, but fails the educational function. . . ."

The second source of conflict between the American corporation and the Canadian Government, Prof. Chamberlain said, lay "in the fact that, organizationally, the objectives of the parent corporation must take precedence over the objectives of the subsidiary."

If the attainment of the corporate aims of the U.S. company required actions that ran counter to the interests of the Canadian subsidiary, top management would "not long hesitate to take the measures indicated, even though it may do so with regret. But it is the subsidiary's welfare, not that of the corporation as a whole, which accords most closely with Canadian interests."

Prof. Chamberlain admitted that there was a reasonable amount of flexibility in the way in which parent companies treated their subsidiaries, but, "As long as the multi-national corporation functions, it cannot escape the necessity for establishing, centrally, rules which are designed to guide and discriminate among its subordinate units. . . . This is not a matter of dollar-seeking authoritarianism; it is simply an organizational imperative." He denied the contention sometimes made that the alleged subordination of Canadian interest to that of the parent company was a fiction. No corporation could function unless there was this subordination of interest, he said.

"This does not mean that Canada may not still be a beneficiary, on the over-all performance, or that the parent company may not do its best to minimize the amount of its dictation, and to maximize its subsidiary's discretion. . . ."

The speaker then gave other instances of ways in which a Canadian subsidiary of an American company might be at a disadvantage compared with a company that was free from outside control. But, before leaving the subject, he was careful to say: "Surely no one denies that U.S. ownership carries with it many advantages. . . . If a choice had to be made between U.S. capital, with whatever handicaps attend it, and no U.S. capital, would anyone really opt for the latter? The answer is so apparent that the question is hardly worth asking."

The question to be decided was whether U.S. capital could be had on terms that reduced the adverse effects, and that were also acceptable to both the U.S. corporation and the Canadian Government. The latter requirement, Prof. Chamberlain said, "would rule out, for example, such a gross device as nationalization of American-owned industry, since that would immediately turn off the flow of American capital and expertise, to Canada's enormous detriment."

A simple solution sometimes suggested was that the Canadian Government should "simply legislate whatever safeguards are needed to ensure that Canadian interests are protected." This, the speaker contended, was "a simple way of dismissing the problem instead of coming to grips with it," since in the nature of things the subsidiary, as long as it was American-controlled, must be responsive to two peak authorities, the American corporation and the Canadian Government.

The plan, to be effective, "would require such a bundle of administrative controls that in effect the Canadian Government would have to substitute itself for local management," he said.

To force the partial distribution of the stock of wholly-owned subsidiaries, with the object of securing Canadian ownership of a minority of the shares and the appointment of a sprinkling of Canadian directors, was another solution that he considered would be ineffective. "Ownership is not as important as control, and control can be retained even by a minority ownership if the rest of the shares are widely enough distributed . . .," he said.

### **Ownership for 25 Years**

The speaker then came to the plan mentioned at the beginning of this summary. Briefly, it was that the Canadian Government should encourage American corporations to establish subsidiaries in Canada, but subject to a new condition—that at the end of 25 years, the parent corporation must wholly divest itself of ownership. At the end of that period, the value of the subsidiary would be decided by a tripartite board, and bonds would be issued to the subsidiary for the value arrived at. These bonds would bear interest equal to half the average rate of return, on a moving scale, during the five years preceding divestiture.

Prof. Chamberlain argued that, with the various provisions that he suggested, the plan would not discourage the flow of foreign investment into Canada; and that it would "lop off one of the two peak sovereignties under which the subsidiary formerly operated. It would no longer be responsive to a U.S.-based headquarters." He also thought that the plan provided adequate safeguards against withdrawal of capital by the parent company as the end of the 25-year-term drew near.

He insisted, however, that any such arrangement must not be worked out in secret and sprung on an unsuspecting public. "It calls for extended discussions and consultations among all those who would be affected, and particularly the American corporations presently operating in Canada. . . ."

Prof. Chamberlain declined to comment on the argument that Canadians were by nature more conservative and cautious than Americans, but added that if American management, apart from American capital, were driven away, "with it will go the aggressiveness, risk-taking, and entrepreneurial spirit on which some of the advantage of a domestically owned and operated economy is premised. . . ."

### **A. E. BALLOCH**

The fear of displacement and loss of earnings is a main problem in manpower displacement and is almost as serious as the actual displacement. The removal of this fear is therefore a necessary part of any planning involving displacement. This point was emphasized by A. E. Balloch, vice-president and general manager, Bowaters Mersey Paper Company, Liverpool, N.S., in his paper on "The Locus of Decision-Making in Displacement Problems."

He cited three ways in which labour and management should exercise joint responsibility in regard to displacement:

- encourage advances in productivity and increased efficiency, since these are essential to continued progress against the competitive pressures of world industry;

- maintain in those who work for the company full confidence that their employment will continue.

- reduce to a minimum—at times with the help of government—the adverse effects that may result from automation or technological change.

Mr. Balloch admitted that these responsibilities applied only to a limited extent to casual or seasonal employees; but, he said, "the responsibility to the regular employee exists in every case."

An outline of the plan his company tried to follow included:

1. advance planning;
2. drawing up of a personnel plan to match the capital-spending plan;
3. making use of vacancies arising elsewhere to absorb those likely to become redundant;
4. considering every man individually in making transfers within the plant;
5. giving retraining if necessary in making these transfers;
6. offering special arrangements for early retirement to men approaching retirement age.

In the last mentioned case, which would apply only where displacement was severe, it might sometimes be necessary to ask the government for help, he said. Other special

devices, such as relocation for younger men, or transfers to other units in the case of a large company, might have value at times.

"One point which should be self-evident is the importance of good communications. Every employee should ideally know just what the company's plans are, how the company is doing, and what problems lie ahead. How this is done will vary considerably." Quarterly meetings of a "mutual interest board," a monthly newsletter to all employees, a "rather good" semi-annual house magazine, and "as much informal contact as possible at all levels," were the principal means of spreading information used by his company, Mr. Balloch said.

If the problem of displacement was too severe to be dealt with internally, "then the Government and its agencies must be brought in to help. Increasingly over the last year or two the federal Government has been working to help in this problem of displacement, and it might surprise some of you to know just how much has already been established. Many provinces also have agencies who are active in this area. . . ." Both federal and provincial governments were preparing to deal with the problem of "silent firings"—the reduction through automation of employment opportunities for those already unemployed—as well as that of displacements, the speaker told the meeting.

#### **Include the Individual**

He went on to emphasize the distinction between decisions of management and labour regarding displacements, and the decisions they had to make in collective bargaining. "If my argument tends towards decentralization of decisions in the field of displacement, it does not automatically mean that I am in favour of decentralization in collective bargaining," he said. "The circumstances are entirely different . . . There may well be a case for centralized control in bargaining so that a sound industry-wide pattern may be set by great international unions bargaining with a major multi-unit company. . . ."

But "whenever a decision is made on a problem of automation, it has a direct effect on one or more individuals. In making a decision that affects an individual, it is essential to know his peculiar characteristics, his ambitions, and his potential . . . It is quite impossible for the problems of an individual to be adequately weighed by any central authority—whether a union or a company. . . ."

Mr. Balloch argued that "the whole field of automation and worker displacement is a problem which should be kept clear away from the bargaining table. There is certainly no objection to the inclusion in labour agreements of the principles under which displacements or potential displacements shall be

handled. . . . I would, however, submit most strongly that any such section in a labour agreement should not be drawn up in detail during a period of collective bargaining. It is utterly wrong to decide such matters in the cut-and-thrust of the bargaining table. The drafting of a sound policy is a matter for joint consultation and discussion with a common objective."

This did not mean that company headquarters and union internationals should keep aloof and independent in the making of decisions an automation. "Their decisions may in fact be the most important, even though they are confined to decisions of principle . . . I suggest we can see the need for an agreed statement of principles at the highest level—endorsed by the national government, by labour, and by management—for Canada as a whole."

The speaker strongly opposed attempts to deal with the problem of displacement in detail by means of legislation or by including in collective agreements detailed rules for handling automation and the displacement that arises from it. He instanced a law that had recently been passed in Great Britain where "they have considered it necessary to introduce special legislation to cover a compulsory scale of separation allowances in the event of displacement."

"What an admission of defeat," he said. "There is no protection [for those affected] once an attempt is made to legislate standard rules for the handling of displaced workers, and there is bound to be a grievous lessening in the sense of direct responsibility to the individual concerned."

Summing up the main points that affected the "locus" of decision-making, Mr. Balloch enumerated: (1) the elimination or reduction of harmful effects to any individual as a result of redundancy as the final objective; (2) the elimination of the fear of displacement; (3) an accelerated drive for increased industrial efficiency; (4) it is the individual that matters and it is to him that management, labour and government are responsible for finding a solution; (5) the principles for combatting problems of displacement can only be based on fundamental ethics; and (6) it is up to labour and management to find solutions by themselves, only turning to government when they see that the solutions are beyond them.

There is a demand on a national basis for an agreed code of basic principles for handling displacements, but within such a statement of policy the maximum autonomy at all lower levels is essential, Mr. Balloch said. "The final centre of decisions must always be at the level of the plant or the unit operations. . . . Even at the plant level, an agreed

system for handling displacement must be kept as flexible as possible. . . ."

"It is essential for all of us who are involved in industry, or in those agencies of government who work with us both, to accept the need to work as a combined team, and also to accept the fundamental principles that are involved. . . ."

### Discussion

During the discussion period after Prof. Chamberlain's address, a question was asked about the effect of the divestment of a U.S. subsidiary on the control or influence of a U.S. union in collective bargaining for the subsidiary's employees. Prof. Chamberlain said that to the extent that there had been central bargaining, he supposed that on divestment, local unions would be freed from the control of an international union, but that the pattern effects would probably remain. Divestment would favour greater independence of action for the local union, but would not necessarily mean that it would cease to be affiliated.

It was suggested that it might provide opportunities for research workers in Canada if foreign subsidiaries were required or induced to conduct some research in Canada. Prof. Chamberlain said that such a plan might have some useful effects, but it would not come to grips with the problem. A subsidiary might satisfy the letter of the law but not the spirit. The most important research might still be carried on in the United States.

Prof. Crispo expressed doubt about the effect of Prof. Chamberlain's plan on the inflow of foreign capital and the economic advancement of the country, and he questioned whether we might not lose more than we gained. He asked whether such matters as trading by subsidiaries with certain foreign countries might not be dealt with in some less drastic way. Prof. Chamberlain again emphasized his point that the problem of the two sovereignties would still persist unless one was cut off. He admitted that his solution was a radical one, but he thought that it might be better than piecemeal measures. He referred to the concern that was being felt in France and Germany over the effect of American control of U.S. subsidiaries established in those countries.

It was suggested that if U.S. corporations were compelled to relinquish ownership of their subsidiaries in Canada, they might start new subsidiaries and let the old ones wither. Prof. Chamberlain thought that this might happen to some extent, but said he was doubtful whether American corporations would pull out capital to such an extent as to jeopardize the old subsidiaries. He thought that the setting up of new subsidiaries in addition to the old would be a good thing.

One of the delegates expressed misgivings about the effect of Prof. Chamberlain's plan in that, if adopted, he thought it would foster nationalism. He thought it would be regrettable if Canada or any other country adopted a plan that would encourage feelings that were not desirable.

Prof. Chamberlain agreed that we must move toward more effective international co-operation, but he said it was not necessary that every kind of action should encourage this. He said it was also desirable to help individual areas to develop their own industries.

After Mr. Balloch's address, the speaker agreed with a questioner that, when there was more than one union to be dealt with, the matter of the seniority of displaced employees was often a difficult one. The right way in this case was to try to get agreement for the admission of the displaced employee to another union, with bottom seniority. If there was only one union, the employee should carry into the new department seniority earned in the old.

### Early Retirement

One of the delegates said that during a depression all the young men with low seniority were turned out, and often did not come back—thus weakening an organization. Mr. Balloch advocated early retirement of older employees in cases where it was necessary to cut down the work force so much that those who became redundant could not be absorbed.

Replying to another question, Mr. Balloch agreed that there was a normal obligation for a company to train or retrain all those laid off—although it might sometimes be necessary to draw on government help in doing so.

As for the displaced man who could not be employed locally and refused to move to where there was work for him, Mr. Balloch said there was nothing to be done about it. The individual had a big responsibility to help himself, he concluded, but once fear had gone, there was a tremendous increase in the employees' willingness to co-operate.

### MICHAEL BARKWAY

Speaker at the conference dinner, Mr. Barkway, told the delegates that they could not approach the theme of the conference unless they recognized the importance of history.

The gravest matter affecting Canada's future is the need to recognize that we cannot hope to retain sovereignty in relation to other countries unless we can retain it within our own country. Most English-speaking Cana-

dians have failed to realize that Quebec is leaping into modern times with a vigour that should be admired, he said.

"You can't talk about Canadian sovereignty until you have realized that this is a bilingual country," Mr. Barkway continued. The United States, on the other hand, was a one-culture country. Canada was not anti-American, but it was un-American. Canadian sovereignty is inescapable, it is a fact of life.

Those who talk of tearing down the political barriers between Canada and the United States must realize that a hundred years of history cannot be discarded so lightly, the speaker asserted.

The conference closed with a panel discussion on "New Era in Labour Relations?" The three members of the panel were: William Dodge, Executive Vice-President, Canadian Labour Congress; Pierre Vadeboncoeur, Technical Assistant, Confederation of National Trade Unions; and William Mahoney, National Director in Canada, United Steelworkers.

### JOHN CRISPO

In his paper on the relations between the central labour federations in North America, Prof. Crispo began by outlining the history of dealings between the American Federation of Labor and the Congress of Industrial Organizations in the United States, and the Trades and Labour Congress and the Canadian Congress of Labour in Canada.

He then went on to describe and comment upon the present-day relations between the AFL-CIO and the CLC, their points of similarity, and the ways in which they differed from each other.

Referring to the way in which Paul Hall, president of the Maritime Trades Department of the AFL-CIO was "pouring money" into building up the port councils in Canada, Prof. Crispo said:

"What the Maritime Trades Department has in mind by its heightened interest in the strength of its port councils in Canada is not yet clear, but it may well be that it is determined to build a stronger base in this country from which to more effectively challenge the authority of the Canadian Labour Congress than it was able to do during the SIU affair" (L.G., Apr., p. 314; Jan. 1964, p. 464; and 1963, p. 773).

### BRYAN M. DOWNIE

Prof. Downie, in a paper titled, "The Influence of International Unions on Collective Bargaining in Canada," summarized the plan and findings of a study conducted by him with the object of determining the extent to which collective bargaining in Canada was influenced by a situation in which

the jurisdiction of a number of unions extended "across a boundary separating two sovereign political and economic entities"—a situation that, the speaker pointed out, is found nowhere else in the world.

"The situation is unique. It is of interest and of considerable importance to Canada to enquire into the implications and consequences of this relationship.

"There is no question that the Canadian labour movement is American-dominated' in the sense that the great majority of Canadian union members are in unions which are simply affiliates of internationals. . . . In the collective bargaining sphere, the existence of an international in a Canadian industry could have independent influences in the following three ways: (1) the timing and length of negotiations; (2) wage changes each negotiating round, and therefore wage levels; and (3) fringe benefit changes, and therefore fringe benefit levels. Such influences could affect Canada's international trade, resource allocation and rate of unemployment.

"From an academic standpoint, it is also of interest, because such a structural connection presents the possibility of an extreme example of a pattern-setting, pattern-following relationship; that is, pattern bargaining across an international boundary, or what will be referred to as 'international pattern bargaining.'"

To have obtained answers in detail to a number of questions he had in mind would have been beyond the scope of his study, Prof. Downie said; but by studying a number of cases representing a variety of situations, certain generalizations could be drawn and at least partial answers could be found.

"Five cases were selected which represent a diversity of conditions with respect to four independent variables which the political approach to collective bargaining, or the 'coercive comparisons' theory, suggest could have predictive value . . .

"The first variable is one which, a priori, should determine the amount of influence U.S. officers of international unions exercise over Canadian affiliates with respect to their collective bargaining activities, and the extent to which they exert pressure for settlements in Canada similar to key settlements in the comparable U.S. industry. As the coercive-comparisons approach points out, a union is, among other things, a political organism, and therefore political pressures on union officers naturally play a major role in the formulation of union policy. This is true of one of the main tenets of the labour movement—"to take wages out of competition or to eliminate geographical differentials. . . ."

Two political forces working to eliminate such differentials were pressure for higher wages from lower-paid groups in an industry, and pressure from higher-paid groups who fear loss of employment to low-wage areas. When both these forces were present in an industry, pressure would be correspondingly strong.

When the second of these forces was present in an American industry, it follows that the greater the threat of Canadian imports to a related U.S. industry, the greater the pressure that U.S. union officials might be expected to exert to reduce international wage differentials.

"Therefore, there would only have to exist substantial Canadian exports to the U.S. for the probability of international pattern bargaining to exist. That is, there need only be a North American market rather than separate Canadian and American markets for coercive comparison to emanate from Canada. When Canadian exports are rising and are a threat to U.S. production and employment, however, a greater amount of pressure would prevail, because there will be coercive comparisons from both low-paid (Canadian) workers and high-paid (U.S.) workers to eliminate international differentials.

"In the Canadian-U.S. context, political pressures from lower-paid groups (i.e., Canadian workers) for U.S. patterns and compensation standards should further depend on two additional variables—(1) the extent of U.S. control or ownership of a Canadian industry; and (2) the degree of geographical proximity of the Canadian to the U.S. industry."

Prof. Downie then considered the question, "Do differences in the percentage of U.S. ownership in a Canadian industry account for the extent of pressure for similar settlements and standards as those in the U.S. industry?"

#### **Coercive Comparison**

Theoretically, he said, this should be the case. He gave as an example the "coercive comparison" between the wages received by General Motors workers in Oshawa and those received by General Motors workers in the U.S.

"The degree of geographical proximity of a Canadian to a U.S. industry should . . . be a third important independent variable. Canadian workers in the same area, or in close proximity to workers in a comparable U.S. industry, will be prone to use the latter's wages as a bench mark . . . research on pattern bargaining has revealed that the diversity of wage levels and wage changes is greatest for firms that lie furthest, geographically or industrially, from the heart of the union's jurisdiction. . . .

"Finally, the behaviour of an international may depend on whether or not it has sole jurisdiction in a Canadian industry. That is, there are often coercive comparisons between unions with jurisdiction in the same industry. . . ."

"Each of the four variables, individually, should be a determinant of the degree of pressure for U.S. patterns and wages, but the presence or absence of each one may reinforce or modify the other three. The least amount of pressure to narrow the wage gap should prevail when these four factors are present: (1) no significant Canadian exports to the U.S.; (2) one union; (3) complete Canadian ownership of the industry; and (4) no geographical proximity. The greatest amount of pressure should prevail, on the other hand, when exports of the Canadian sector threaten U.S. wage standards; where there is at least one competing union in the industry; 100 per cent U.S. control of the Canadian industry; and significant geographical proximity. These can be considered as the extremes.

#### **Five Industries Selected**

"These four independent variables were considered when selecting the cases for analysis so that their predictive value could be ascertained. With this in mind, the following five industries were selected—steel, meat packing, automobiles, pulp and paper, and iron ore. Of the five industries selected, two—steel and meat packing—should be free, on the basis of theory, from U.S. influence in the collective bargaining sphere and show little in the way of international pattern bargaining; while in the other three cases the expectation was for quite the opposite.

"The basic steel and meat packing industries are overwhelmingly Canadian controlled (with the exception of Swift Canadian in the meat packing industry, through which some U.S. influence could be manifested), and present no threat to U.S. production and employment. There are single unions in each industry—the United Steelworkers of America and the United Packinghouse Workers of America, respectively. No significant portion of the Canadian meat packing industry is in spatial proximity to the U.S. industry, while in basic steel there is some limited proximity with the manufacturers in both Canada and the U.S. being centred in areas contiguous to the Great Lakes.

"The auto industry, in which there is only one union, presented no threat to U.S. production and employment during the period analyzed, but does contain two factors—100 per cent U.S. control, and close geographical proximity—which suggest that there will be a great deal of U.S. influence felt in Canadian

collective bargaining. The same is true for pulp and paper and iron ore. There are three unions in the paper industry, including a national union in Quebec, a considerable amount of U.S. control and extensive exports to the U.S.

"Iron ore presents an extremely interesting case with a high degree of U.S. control, and high and rising exports to the United States. It is of interest as well because it presents an opportunity to analyze differences in union behaviour—in this case the Steelworkers—in two industries with a different set of variables.

"In each case, analysis was concentrated on the major firms in the industry. Canada Packers, Burns, and Swift Canadian received the most attention in meat packing; Stelco, Algoma and Dosco in basic steel; and General Motors, Ford and Chrysler in automobiles. In short, there was a 'Big Three' in each industry in which possible international pattern-bargaining should be manifested first. In paper and iron ore this same policy is being followed."

Unfortunately, because of the time limitations, the following section simply summarizes the findings and some of the highlights of the analysis thus far completed. Only the influence on collective bargaining, not the effects on wage structure, will be discussed. Additionally, definitive conclusions have only been reached for the steel, meat packing and automobile industries. I am currently analyzing the data for paper and iron ore so that only a minimum number of comments will be made about these two industries.

The speaker went on to summarize the findings and highlights of the completed portion of the study. He gave lack of time as his reason for discussing only the influence on collective bargaining, and not the effects on wage structure.

"Additionally, definitive conclusions have only been reached for the steel, meat packing and automobile industries. I am currently analyzing the data for paper and iron ore, so that only a minimum number of comments will be made about these two industries."

The findings for the meat packing, steel and auto industries, he said, supported the theoretical reasoning.

### **Meat Packing**

In this industry, there was no pattern-bargaining on an international basis. Expiration dates of contracts generally varied widely between the two countries. In the years when the contracts expired at nearly the same time on both sides of the border, the Canadian contracts signed before the

U.S. contracts "showed no similarity to those in the U.S. industry. . . . Nor was there any concerted attempt to close the international wage differential."

During the 1953 to 1962 period, international officers of the union took no direct part in Canadian negotiations, and United Packinghouse Workers wage policy formulation was completely independent of U.S. influence. "In short, U.S. influence of a formal nature was non-existent.

"In the area of indirect or informal influence, the U.S. key settlement in meat packing was never used as a standard and lever by the Canadian District. . . . There was great dissimilarity in wage changes between the countries. Also, while the Canadian District was and is concerned about the widening of the U.S.-Canadian wage differential in the industry, there have been no demands for a wage increase that will narrow this gap. Over the period examined, the UPWA in the U.S. won wage increases . . . far in excess of the Canadian District. . . .

"Vacations is an area where the Canadian Districts feels it has benefited by scrutinizing the American and Canadian Swift contracts in order to attempt to up-grade the Canadian master agreements. The fact that U.S. improvements in vacations are soon afterwards passed on to the company's Canadian labour force is as much a result of Swift and Company policy as it is of international pattern-following. . . ."

Swift's policy of unilaterally extending some U.S. benefits to its Canadian labour force had been company practice even before the UPWA existed, and it continued after that, Prof. Downie said. Although, as a result of U.S. control of Swift Canadian, there had been attempts at a form of international pattern-following in the matter of fringe benefits, such forces have been weakened by the overwhelmingly Canadian composition of the industry, and by the fact that the pattern-setter is invariably Canada Packers.

Another influence has been the Canadian conciliation procedure. "Conciliation boards have shown no inclination to accept U.S. patterns as a bench mark for Canadian settlements, and the Canadian District has demonstrated little propensity to find means of circumventing this factor. Yet it is an obstacle that must be overcome if a closer tie-in with U.S. bargaining is to be achieved by the Canadian District. The UAW, as will be seen, surmounted the delays caused by conciliation which had reduced its ability to follow the U.S. pattern. . . .

"To the extent that company policy for Swift Canadian is set in Chicago, as it has been in the past, U.S. settlements will play a role, albeit a very minor one, in Canadian bargaining. . . ."

In the steel industry, Prof. Downie's findings were much the same as for meat packing. "There has been no international pattern—following of any consequence during the five bargaining rounds in Canada that took place between 1952 and 1963. The 1954, 1955 and 1956 settlements in Canada were consummated shortly after the U.S. pattern in those years, but the terms in each country were in no way similar.

"In each of these rounds, the Canadian contracts expired before the U.S. contracts, but lengthy negotiations—again due largely to conciliation procedure in Canada—resulted in Canadian settlements following shortly after the U.S. pattern. The evidence accumulated in no way suggests that the union was marking time waiting for the U.S. pattern to be set . . . if there is a trend, it would appear to be away from expiration dates, which in any case simulate those of the U.S. industry. In 1958 and 1961, Canadian rounds were conducted in isolation from U.S. bargaining, whose comparable rounds were 1959 and 1962.

#### **Canadian Demands**

"Throughout the 10-year-period study, Canadian demands were very similar from one round to the next, were quite unlike those in the U.S., and were very little affected by U.S. industrial relations developments. . . . As a generality, it can be said that the Canadian region followed the broad changes and developments in the U.S. industry in their policy resolutions, but that was all; and they were rarely introduced into Canadian basic steel contracts. . . ."

"There were a number of occasions when changes were made in the same benefit or benefits in both countries. However, in such cases the changes were not the same. . . . Final testimony of the independence of bargaining in Canadian basic steel was the provision for a medical centre included in the Algoma contracts of 1961. There was no precedent for this in the contracts of U.S. basic steel. Local 2251 (Algoma) prior to 1961 had studied the possibilities of such a program, and the details were worked out in Canada.

"Of further interest is the fact that, as in meat packing, the 1962 U.S. settlements reflected the change of emphasis in bargaining demands that has taken place in U.S. basic steel due to technological change. . . . There is no indication that these will find a strategic place in the resolutions of the Canadian region.

"In summary, Canadian basic steel policy, other than a repetitive demand for wage parity with the U.S. industry, has been formulated independently and, taken as a whole, has reflected developments south of the border

only in minor ways. The union has played little or no role as a transmission agent. The policy of the Canadian region on wages, however, requires extensive explanation.

"Parity of wages with the United States had become a goal of the Canadian region in the early 1950s. It continued to be so throughout the period analyzed, despite the fact that the parity obtained in 1952 (at the labour rate level) was quickly lost in basic steel. The attention given to the wage parity objective by the Canadian region hit a peak in the 1952 to 1954 period. During this time it found a prominent place in addresses by Canadian officials at the annual policy conferences.

By 1958, wage parity was so far out of reach that it was receiving less emphasis. By 1961, no mention was made of wage parity in policy resolutions. It is clear that USWA in Canada was using the wage parity argument simply as a yardstick in arguing for higher wages. The argument was never backed up by coercive action, and was never a major issue.

"In each set of negotiations, a conciliation board had to be called in to produce a final agreement, with all monetary issues being referred to the board on each occasion. Neither party negotiated in earnest until the conciliation board stage in every bargaining round. This . . . will make a closer tie-in with U.S. bargaining difficult for the Canadian region. . . .

"As was the case for the Packinghouse Workers, the little desire the union has displayed to obtain U.S. patterns seems insufficient to overcome these obstacles, particularly in the face of a Canadian-controlled industry producing mainly for domestic consumption. . . . It is clear that the Canadian region has the autonomy to assure independent bargaining in basic steel. . . . In the Canadian iron ore industry, in which Stelco has interests, wages equivalent to those in the United States industry are paid. . . . To date, this has not resulted in great pressure upon Canadian basic steel to duplicate the compensation standards of the U.S. industry."

#### **Automobile Industry**

"The findings for the auto industry stand in direct contrast to those for meat packing and basic steel. From 1953 to 1962 there were four bargaining rounds in the U.S. automobile industry. Chronologically these occurred in 1953, 1955, 1958, and 1961. In the Canadian industry, during the same period, there were five rounds, four of which directly followed those in the U.S., although in three instances the negotiations extended into the following year. . . .

"There was a perceptible trend towards 'patterns' established in the U.S. auto industry becoming the basis for Canadian auto settlements. Prior to 1958, some of the U.S. terms of settlement would spread into Canada, but they would follow with a significant lag, would be diluted somewhat, and would diffuse slowly into the Canadian sector, with General Motors generally being the first to agree to a wage or fringe benefit innovation from the U.S.

"Pattern-following on an international basis became more formalized after the 1955-1956 bargaining round, when the 'Big Three' agreements called for very similar expiration dates both within Canada and between the two countries. There was more uniformity (in timing and benefits) in 1958 and 1961 than ever before within Canada and in comparison with the U.S. key bargain.

"The key U.S. settlements were used as a standard and a lever during Canadian negotiations. Up until 1964, demands for wage parity, however, were in the nature of an expendable supporting argument and were never pursued in the critical stages of collective bargaining. The wage parity argument over the 10-year period never became a strike issue. It is significant to add, moreover, that the initiative for wage parity and contract uniformity has come from the Canadian side, particularly the local level, not from International headquarters. This demand, therefore, would not disappear if a purely Canadian union held jurisdiction in the industry. If anything, it might increase in intensity.

"UAW experience across the border with the same corporations is quite naturally drawn upon by the Canadian District. Furthermore, headquarters officials often participated directly in Canadian negotiations during the period under review, as did U.S. corporation executives. In each instance, however, union officials from Detroit join in the late stages of negotiations, at the invitation of the Canadian District, in an advisory and technical capacity, and with an observable bias towards moderation and restraint.

"This was the only role played by U.S. officials in the collective bargaining sphere. Significantly, company officials interviewed, indicated that they would rather bargain with U.S. officials or the Canadian Director, rather than Canadian negotiators at the local level, and they would not prefer to see a purely Canadian union bargaining in the industry.

"While collective bargaining demands, with some modifications, were similar to those in the U.S., or to the terms of the key U.S. settlement, issues which were barriers to settlement and which extended negotiations were

ones indigenous to the Canadian situation. [e.g. production standards]

"While pattern bargaining on an international basis was evident during the period studied, particularly in the last two bargaining rounds, the Canadian benefits were smaller than those in the U.S. The major reason for this was that the cost of many of the contract provisions was dependent upon base rates, which in Canada were, and remained, substantially lower than those in the U.S. industry. Total negotiated wage increases were higher in the U.S. than the Canadian industry on both an absolute and percentage basis, being 77 cents compared with 58 cents or 47 per cent compared with 38 per cent respectively.

"With the exception of the 1953 bargaining round, Canadian negotiations were invariably longer than those in the U.S. industry. While Canadian negotiations followed those in the U.S. (with the exception of the 1954-55 round when there were no U.S. negotiations) and often marked time waiting for settlements in the U.S. Big Three, this was only one factor in extending Canadian negotiations.

"The major cause was the distinctive two-stage compulsory conciliation arrangement. The result of this dispute settlement machinery seemed to be the adoption of more extreme and intractable positions by the parties, with little effort being made to reach a settlement until conciliation board reports were received and strike action became legal. The parties did not bargain in earnest while the negotiations took two or three months to go through conciliation. It is interesting to note that the longest negotiations occurred in 1954-55, more than a year elapsing before a settlement was reached, when there was no U.S. key bargain to follow.

"Conciliation, therefore, affected length of negotiations in the steel, meat packing, and auto industries. In each of the industries, there was one area where autonomy in the collective bargaining sphere lies in the hands of International headquarters. Ultimate strike authority does rest with U.S. officials in each case. The principle behind the rule is that since International strike funds are available to any Canadian local on strike, U.S. headquarters should retain control in this area. This has never been used as an instrument of control by either the USWA, UAW or the UPWA. If the strike is legal, the International will invariably support it.

"A separate study is needed to determine what effect the large strike funds made available to Canadian Districts have on collective bargaining. It is interesting to note, however, that the strike fund for the Packinghouse Workers is set up on a joint basis, with the Canadian district having access to American

funds, and vice versa. To date, because of more and longer strikes in the U.S. industry, the International has drawn funds out of the Canadian account, but the reverse of this has not occurred. In this case, the Canadian district has increased the bargaining power of U.S. workers.

### **Pulp and Paper Industry**

"At this point no definitive conclusions for the pulp and paper industry have been reached. Having included this caveat it would appear, however, that U.S. influence of Canadian bargaining has been much smaller than anticipated. There appear to be broad areas of influence . . . but that is all. Any international pattern bargaining that exists seems to take place only sporadically and on a delayed basis. The most interesting feature is that, as would be expected because of the international market, some Canadian developments appear to spread to the United States, and on the West Coast there may be a closer tie-in between U.S. and Canadian bargaining, and this would certainly be expected because of the proximity of the industries to one another.

"Having more than one union in the industry is only now having a major effect on collective bargaining. The two internationals in the industry have long co-operated in their negotiations. The Quebec union would appear to have simply followed the pattern settlements at the major firms in eastern Canada. The increase of economic nationalism in Quebec has increased the pressure on the internationals for higher wage standards, however, and is bound to affect bargaining in the future. Certainly it had some effect, in an upward direction, on the size of the recent C.I.P. package.

### **Iron Ore Industry**

"The iron ore industry with high and rising exports to the United States, and a significant amount of U.S. control, presents an interesting contrast to the steel industry. The most significant development has been at Marmoraton Mining, where the bargaining unit has been increased to one of international scope. In effect what has taken place is not international pattern bargaining but what might be called 'continental' bargaining. Marmoraton, a subsidiary of Bethlehem Steel, is directly tied to U.S. wage and fringe benefit changes. Even the effective dates of the Marmoraton agreement are the same as for other Bethlehem workers.

"There are no Canadian negotiations at Marmoraton, but a Canadian representative sits in on Bethlehem negotiations for Marmoraton workers. This is the only case in the iron ore industry, to my knowledge, where this occurs. Wage rates at the other major iron mines, however, are comparable to those

at Marmoraton with the exception of Wabana Mines where, over the period, unemployment has been very high. Whether wage rates in the industry would be higher or lower in the absence of the international is another question, and one that I am not prepared to answer now.

"Several facts should be mentioned with regard to those instances where U.S. patterns spread into Canada. First, in the case of the auto industry, while the U.S. pattern in its entirety spread to the Canadian industry in the last two rounds, the costs of the pattern were lower

"Second, in the case of Marmoraton Mining and Union Drawn Steel, where the package and its costs were the same in the U.S., the number of employees in the respective Canadian subsidiaries was a very small proportion of total company employment. At the Marmoraton there are approximately 300 wage earners, while at Union Drawn there are about 40. This undoubtedly is the major reason why Bethlehem and Republic agreed to pass on U.S. compensation standards to their Canadian employees.

### **U.S.-Owned**

"Third was the fact that in every instance where there was some U.S. influence on Canadian negotiations, and where U.S. patterns spread into Canada, the firm or firms involved were U.S.-owned. In the case of Swift Canadian, where some fringe benefits were similar to those in the company's U.S. plants, the company was as responsible as the union for transmitting these to Canada. In addition, because they centralized industrial relations policy in Chicago, this resulted in an attempt to expand the bargaining unit to international dimensions.

"In the auto industry, not only U.S. union officials but company officials have on a number of occasions sat in on Canadian negotiations, and the latter put up very little resistance to the U.S. patterns' spreading into Canada in 1955, 1958 and 1961. At Marmoraton Mining, the decision to grant a union request for a pass-on of benefits to the Canadian subsidiary was made during U.S. negotiations by U.S. company negotiators, and was granted without union coercion.

"Ending on a pragmatic note, therefore, should Canadian industry desire an even greater degree of independent action on the part of internationals bargaining in Canada, the most logical action to assure this would seem to be to reduce U.S. corporate influence in Canadian operations. Such decentralization would probably prove to be disagreeable, in most cases unwanted; and, considering the small amount of U.S. influence on the union side, unnecessary.

## WILLIAM DODGE

Canadian workers were very pragmatic about unions, and they cared little whether a union was international or national, big or small, as long as it gave satisfactory service, said Mr. Dodge. Both national and international unions must provide this service. Some international unions might be open to criticism for giving poor service, he said, but this was also true of national unions.

Mr. Dodge pointed to two ways in which the CLC's independence of the AFL-CIO was especially evident:

First, in the matter of political action, the CLC supported the National Democratic Party. Yet this was a policy of which the top officers of the AFL-CIO disapproved. Whether good or bad, the CLC's policy in this matter was an independent one, and the Congress had pursued it in spite of disapproval in the United States.

Second, the general approach of the Canadian labour movement to foreign affairs was almost completely at variance with the policy of the AFL-CIO. Mr. Dodge instanced the example of Cuba, Vietnam, bombing, and the use of gas. The AFL-CIO in these matters supported the President of the United States. Here, he said, the CLC's policy, whether sound or unsound, was not dictated by the U.S. labour movement.

Weaknesses in the structure of unions, for instance in the failure to adapt themselves to technological change, were not due to United States domination. The same troubles were found in U.S. and British unions. Structural changes had been blocked by the intransigence of the unions' own members; and the situation in Canada would be the same if the Canadian labour movement were wholly indigenous. National unions in Canada were in the same position.

### Internal Disputes

The CLC's stand on internal disputes procedure and on the Seafarers' International Union of Canada were further evidence that the CLC was not under the control of the U.S. labour movement, Mr. Dodge said.

Bargaining techniques and objectives were largely a reaction to the economic movement. During the past few years, economic planning had been much discussed in Canada. Labour and management realized that planning and its effect on the economy must be considered; and the independence of both management and labour was important if Canada was to adopt national planning policies.

The economic interests of Canada could not be adequately served by adopting policies similar to those followed in the United States, the speaker said.

"The Canadian labour movement has declared itself for economic planning, but labour in the United States is still hesitant and suspicious. Canadian labour may eventually be obliged to make choices, and perhaps commitments, which will meet with stern disapproval among labour leaders in the United States. This may very well require independent action on structure and policy which will present many complex problems."

To make policy decisions different from those adopted in the United States would be difficult but not impossible, Mr. Dodge said.

## PIERRE VADEBONCOEUR

Mr. Vadeboncoeur, who replaced Jean-Robert Ouellet of the Textile Workers Federation, CNTU, on the panel, spoke briefly on the position of his federation in the labour movement of North America.

The CNTU, which was founded in 1951, had come into being as an organization whose independence was jealously guarded. During the first 15 years of its existence it had been strongly supported by the church and by the nationalist movement of that time, although these influences had been reactionary and of little use to many of the federation's members, Mr. Vadeboncoeur said.

The CNTU had always rested on the firm ground of autonomy, and it was so well rooted in the people's ideas and aspirations that its basis for almost complete independence was obvious.

Operating within a territory of reasonable size, and with a feeling of belonging to its people, the CNTU was in a good position to define new objectives. The society within which it operated, the speaker said, was altogether different from that of the United States, and its autonomous position was right for these times. "We have a future, without having obtained maturity as yet," he said.

## WILLIAM MAHONEY

"As I read the history of nations, and as I take part in the history of unionism in Canada, I become more and more convinced that true national independence is a by-product. It comes to a nation which seeks the greatest possible success, stability and independence for its individual citizens. On the other hand, those who are willing to sacrifice people for shoddy symbolism and frightened isolation are doomed not only to disillusionment but to national failure as well."

This was one of the opinions expressed by Mr. Mahoney in a paper he presented at the panel discussion. He said that worrying about independence or domination by some other nation was "a traditional Canadian

concern, regrettably still fashionable in both our cultures. A century ago the menace was Great Britain. Now it is the United States. To some Quebec residents, it seems we can toss in English-speaking Canada as well."

He suggested that, "just as our ancestral worries proved groundless, our present-day concern may also prove groundless. Might we not be wiser if, like the positive thinkers of a century ago, we concentrated instead upon the task of making more Canadians successful? We may discover that, in the process, our country and its institutions become more independent and less dominated as a by-product. That, in any case, has been the experience of the Canadian trade union movement."

The speaker went on to say that the answer to fears about the independence of trade unionists in Canada had been found "in growth and success," and that, "since effective collective bargaining is an essential way whereby employed Canadians can make themselves more successful, we need the most effective, sensibly-financed and properly administered bargaining agencies we can create, irrespective of whether they are labelled 'national' or 'international'."

Leaving the employees' side of the picture for a moment and looking at the investors' side, he asked whether it was true that "foreign investment" interferes with the development of political independence." He pointed out that the large British investments in the English North American colonies before the war of independence had not prevented the colonists from winning "unquestioned political independence." He said that after political independence had been gained, U.S. citizens had finally become numerous enough and prosperous enough "to save their own large pools of capital," and, just as investment by outsiders had not prevented the development of political independence in the U.S., so "economic independence for the U.S. nation followed the economic success of the American people."

The history of the United States showed that "true independence followed success. It didn't precede success," Mr. Mahoney said; and he contended that the course of events in other countries also showed the truth of this principle.

Applying the same principle to trade unionism, he argued that the growth of trade unions in Canada showed there was a very real connection between success and size in the case of unions which have passed the 200,000-mark in membership. "This seems to be the figure which permits (a) Canada-wide organizational activity, including Canadian specialists operating from a Canadian headquarters, and (b) a Canada-wide membership service structure."

He pointed out that owing to the smallness of the population in proportion to the size of the country, it cost more to provide routine staff service to union members in Canada than it did in the United States. Under modern conditions, a great deal of specialized service "to counterbalance the increasing specialization of management", was needed in addition to routine service; and "to be most effective in Canada, these specialists must be thoroughly grounded in Canadian legislation and procedures."

In some industries, he admitted, the smaller unions were less at a disadvantage than in such industries as basic metal mining, smelting, refining and fabricating, or in public service, transportation and communication.

### Bilingual Costs

Another reason for the high expenses of Canadian unions is the requirement that all information and service be provided in French as well as in English. A third source of added expense, Mr. Mahoney contended, was the "unnecessary, unfair and expensive regulations and laws with which Canadian workers are cribbed and confined."

"Collective bargaining in Canada is more regulated by more laws than in most countries of the free world. . . . The legal costs per member in Canada, if a union is at all active and aggressive, are higher than in most other free countries." . . . "Lastly," he said, "Canadian strikes are more costly to central treasuries in certain Canadian industries, particularly those located in remote areas . . ."

During the 20 years of his union's operations in Canada, "the cost of maintaining service, expanding organization and financing strikes have required, in addition to Canadian dues dollars, a subsidy of many millions of dollars from our U.S. fellow-members. We are now in a position where Canadians can pay their own way under normal circumstances, but it is still very close to the line . . .," Mr. Mahoney said.

"It is interesting to note that over the 1961-64 period, the excess of expenditure over income in the Province of Quebec alone came to \$1,116,622.71, while the union outside of Quebec showed a surplus. This multi-million-dollar contribution to Quebec's quiet revolution was gladly extended by the workers of English-speaking Canada and of the United States. I think it would be fair to say how much quieter the Quebec workers' share of their revolution would be if it had to be financed by Quebec workers themselves or even by Canadian workers themselves."

The United Steelworkers, the speaker said, enjoyed a large measure of autonomy; and "if we study the structures of the other more successful international unions, we see a similar picture. . . . As a general rule, more and

more responsibility for Canadians automatically follows larger and larger Canadian organization. My experience indicates that where Canadian union members not only demand more responsibility, but are willing to accept that responsibility and aggressively set out to produce results, there is no real opposition to granting such independence and autonomy from our U.S. associates. . . ."

### No "Best" Type

Mr. Mahoney said that he was not contending that international unions were always the best type of organization for every Canadian worker. There were some industries, such as essential transport and communications and government and public utilities, where strikes would be limited in extent and duration. Employees in these industries might not need the same financial resources that were needed for employees in production, manufacturing or service industries. "Such unions can operate satisfactorily on Canadian dues income alone."

The idea that, "by forming one large Canadian conglomerate union, those Canadian workers whose bargaining costs are lower can contribute to help those whose bargaining costs are very high, is logical in theory, but it just hasn't worked out in practice. Quebec's CNTU is trying it now, but I

am sure that responsible CNTU spokesmen would be the first to admit that it has not been possible to completely finance every strike out of dues revenue alone and still build up adequate reserves for other essential confrontations."

The speaker said that the CNTU had had to concentrate on service, organizational activity and bargaining for workers in the province of Quebec alone, and "there is an enormous difference between the cost of Canada-wide, and the cost of province-wide organizational programs." He contended that CNTU members were often confined to catching up to standards set elsewhere in Canada and in the United States; and that, in spite of nominal independence, they were "just as inter-dependent upon the rest of the continental labour movement as any international or national affiliate of the Canadian Labour Congress."

"I suggest," Mr. Mahoney concluded, "that if we continue to strive for effectiveness, we are taking the most direct route to Canadian independence and to relief from any real or imagined 'domination'. . . . Canada and Canada's institutions can and will become more autonomous, more independent and less dominated as the Canadians who form these institutions grow in number and in the personal independence which comes with economic sufficiency and security."

## Charter of Rights of Working Women

*Eighth World Congress of ICFTU adopts resolution calling on affiliate organizations to take steps to resolve problems and to assert the claims of women workers as set out in charter*

When hundreds of delegates representing free trade unions throughout the world met in July in Amsterdam at the 8th World Congress of the International Confederation of Free Trade Unions, they highlighted one important section of the working population in their deliberations—the women.

The Congress adopted a resolution recognizing the equality of rights of men and women workers and calling upon all ICFTU-affiliated organizations to take steps to resolve the problems of women workers, and assert the claims of women workers as set forth in the Charter of Rights of Working Women set before the Congress.

There are few countries in the world where all provisions of the Charter are in force, if any, and there are many countries in which the status of women workers leaves much to be desired. It is an attempt to standardize the conditions in all countries of the free world, and to wipe out the serious

inequality existing in some areas, that the ICFTU has pledged itself to see that the Charter is respected, to the benefit of women workers the world over.

### Charter of Rights of Working Women

Women's role in modern economic and social life has become more and more important, and is essential for the development of their country. The number of women now working outside their homes has increased considerably, particularly in non-agricultural areas. It is a trend to be found most in the highly industrialized countries, but is also a feature of the developing countries.

Through working, women develop their own personalities and individual abilities. Their problems should not, in principle, be separated from those of male workers. But women also face special problems, in that they are discriminated against and have various family responsibilities.

Even in economically and socially-advanced countries, while remarkable progress has been made, discrimination still exists. The principle of equal pay for work of equal value is not yet always fully implemented. Vocational education and training opportunities are more limited for women than for men, and access to certain professions and jobs is often blocked or discouraged. Moreover, there are often insufficient facilities to ease the burden for women workers who have commitments for home and family.

In the developing countries, the problems which women workers have to face are in substance the same as in the industrial countries. But they are greatly aggravated by unemployment and under employment. The extremely low wages and living standards which prevail, generally, impose upon the women workers particularly heavy burdens at home. Illiteracy is much more wide-spread among women than among men, since educational opportunities, even at the most elementary level, are often much more limited for girls than for boys. In addition, vocational training and guidance are scarce or non-existent.

These problems must be solved, and, therefore, women workers, like all other workers, need the help and protection of trade unions. The free international trade union movement will strive to achieve the following aims.

#### *Right of Association*

1. ILO Convention No. 87 lays down that all workers have the right to form and join the trade union of their choice. Women workers ought to be able to enjoy this right, and to derive from it the same protection and advantages as men do.

#### *Access of Women to Economic Life*

2. Women's right to work should be recognized in all countries. They should have full access to economic life, and all efforts should be made in compliance with ILO Convention No. 111 to eliminate any discrimination based on sex, regarding access to employment and jobs, education, vocational training and promotion. Every effort should be made to achieve and maintain full employment, and in cases of economic recession, women's right to work should be maintained. It should be given particular attention in the developing countries where unemployment and under employment prevail.

#### *Education*

3. Girls and boys should have the same schooling opportunities. Adult education should also follow this same principle of equality. A particular effort is necessary in

the developing countries where the educational gap between the sexes is widest.

#### *Vocational Training*

4. Women and girls should have access to vocational guidance and training on the same terms and conditions as men and boys.

5. Special measures should be taken to train in new skills, or retrain, women who seek to enter or re-enter into employment after an interval of several years.

#### *Promotion*

6. Access to higher posts should be open to both men and women in all fields, and under the same conditions. Maternity leave should not be a disadvantage as far as promotion rights are concerned.

#### *Equal Remuneration for Work of Equal Value*

7. The implementation of the principle of equal remuneration for work of equal value, is an essential aspect of equal rights. This remuneration includes, not only the ordinary or minimum basic salary, but also any additional emoluments either in cash or in kind. However, maternity allowance, or any other special benefits for the working mother, should not be considered as an argument against equal pay.

8. The ILO Convention No. 100 should be ratified in all countries and implemented without delay. The principle of equal remuneration for work of equal value should be implemented in collective agreements.

#### *Maternity Protection*

9. Maternity protection ought to be considered a duty of society. The aim of maternity protection is to safeguard the health and welfare of mother and child, and prevent women workers from being economically penalized because they give birth to children. It should not be a cause of discrimination in any field.

10. The minimum standards of maternity protection laid down in ILO Convention No. 103 and Recommendation No. 95 should be implemented. Appropriate steps should be taken to see that legislation or collective agreements guarantee that these standards are applied to all working women, including those gainfully employed in industrial homework, part-time work, in agriculture and in domestic service.

11. The working woman, who has given birth to a child, should be granted sufficient compensation for loss of earnings during the compulsory leave period, which should be at least 12 weeks. She should be allowed to prolong the maternity leave period for up to one year, and the rights linked to her employment should not be lost, particularly

as far as employment security, promotion rights and social benefits, such as health, insurance, pensions and other rights, are concerned.

12. Women should not be employed in any work which might endanger their maternal functions. Studies should be made of the dangers which new substances and new techniques might present.

#### *Social and Health Protection*

13. The international labour standards, relating to social and health protection, applicable to women (for example, relating to night work, underground work, heavy or unhealthy work) should be implemented and further studied in the light of new technical developments and changing working conditions.

#### *Employment of Women with Family Responsibilities*

14. Every effort should be made to create the conditions which will enable women, with family responsibilities, to make an effective choice as to whether they go out to work or remain at home.

15. All steps should be taken to publicize the problems arising from the conflicting duties of women workers with family respon-

sibilities, and every effort made to solve these problems. Women workers, with family responsibilities, would be assisted by certain general improvements applicable to all workers, such as the reduction of working hours and the establishment of the five-day week.

16. Their special needs should also be met by setting up creches, child care services, home help services, and other facilities, which should, as far as possible, come under the responsibility and control of the public authorities.

#### *Conclusion*

The ICFTU recognizes the extensive and valuable contribution made towards the improvement of the status of women by the United Nations Organization and its specialized agencies, particularly the International Labour Organization, and by the trade unions. It is also aware of what remains to be done and of the many problems arising from the changing conditions of women's employment. The ICFTU, therefore, appeals to governments, the United Nations Organization, its specialized agencies, and particularly the International Labour Organization, the trade unions and all other progressive forces, to do their utmost to implement and further the principles set out in this Charter.

## Accidents Increase in Public Service

*Accident Prevention and Compensation Branch statistics show number of accidents reported rose by 8.4 per cent over the previous year, but with a decrease in number of fatalities*

The number of accidents sustained by federal government employees on the job in the fiscal year 1964-65 was the highest ever recorded in the public service, according to statistics compiled by the Accident Prevention and Compensation Branch, Department of Labour. It severely reversed the modest decline in each of the two preceding years.

The total employment in the public service covered by the Government Employees Compensation Act increased by 4,000, or 1.8 per cent, to 232,000 in the 12-month period.

During the same time, the number of accidents reported rose by 8.4 per cent over the previous year. Minor injuries increased by 7 per cent, and disabling injuries by 11 per cent.

There was a decrease, however, in fatalities reported, with 19 employees losing their lives as a result of accidents occurring in their employment.

The number of work injuries reported totalled 19,467, an increase of 1,502 over 1963-64. These were made up of 11,558 minor

injuries; 2,927 compensation cases; 4,663 injury leave cases; 10 permanent disabilities; 19 fatalities; and 290 disallowed claims.

With a total of 16,450 claims settled, one employee in every 14 of the 232,000 under the Act had an accident of some kind; one employee in every 36 had an accident causing loss of time; one in every 2,690 had a claim for permanent disability, and one in every 10,545 died as a result of an employment-connected accident.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was \$2,744,207, up 6 per cent over 1963-64. This sum does not include the amounts paid to the 10 provincial Workmen's Compensation Boards for their services under the Act which, for the calendar year 1964, totalled \$357,070. A total of \$448,118 was recovered from certain Crown agencies.

About one-third of the \$2,744,207 paid in benefits was for hospital and medical costs. The remaining two-thirds were for compensating the income loss of injured or deceased employees.

Salaries paid, in lieu of compensation under the injury leave provisions, amounted to \$912,682, an increase of \$112,667 or 14.1 per cent over last year.

Including the expenses for administration charged by the 10 provincial compensation agencies, and the compensation benefits and salaries paid in lieu of compensation, the direct cost of the accidents and injuries suffered by persons employed in the public service totalled \$3,465,840, an increase of 6 per cent over the amount paid in 1963-64.

In this connection, it is estimated that injuries on duty cost about \$15 a person for all employees covered by the Act; the average cost of each minor injury was \$11, and the average cost of each disabling injury was \$292.

The total number of actual days lost (excluding waiting periods) was 156,951. This is equivalent to the year-round employment of about 600 persons.

Indirect costs, such as those caused by work interruptions, delayed services, involvement of supervisory staff, and loss or damage to material and equipment, amounted to a considerable figure. It is estimated that the ratio of indirect costs to direct costs is, on

the average, about 4 to 1, making the total accident cost bill close to \$17,324,200.

Four large departments, employing 41 per cent of those covered by the Act, accounted for 61 per cent of disbursements and 62 per cent of the claims.

At the end of the year, 1,763 monthly pensions were being paid; made up of 1,253 to employees and former employees; 280 to widows; 224 to dependent children of deceased employees, and six to orphans.

Twenty departments and agencies had a sizeable increase in accidents, while 36 remained at about the same level, and seven others had a noticeable decline. Several agencies reported no accidents to employees during the year.

Unsafe job procedures or unsafe conditions, or a combination of these, were the factors leading to some of the accidents. Others were caused by things beyond the control of those involved. It is obvious that most of these were occasioned by some personal act by the victim, or by a fellow worker. Had proper safe working procedures been followed, a large number could have been prevented.

## Industrial Fatalities in Canada during Second Quarter of 1965

*Deaths from industrial accidents in second quarter of 1965 totalled 220. Largest number of fatalities occurred in construction industry, with 39 recorded in manufacturing*

Up to the end of August, the Department of Labour had received reports on 220\* industrial fatalities that occurred in Canada during the second quarter of 1965. During the previous quarter, 302 fatalities were recorded. This is 34 more than the previously published preliminary total of 268 (L.G., July, p. 617).

In the second quarter of last year, 266 fatalities were recorded—38 more than the preliminary figure of 228 (L.G., Oct. 1964, p. 862).

Industrial fatalities in Canada that occurred during the second quarter of 1965 were distributed in the age groups as follows (figures for women in parentheses):

Age Group	Fatalities	Workers Employed ('000)
15-19	9 (-)	355 ( 274)
20-24	28 (-)	550 ( 351)
25-44	105 (1)	2,243 ( 787)
45-64	69 (-)	1,522 ( 556)
65+	8 (-)	174 ( 46)
Total	219 (1)	4,844 (2,014)

In two occupations—transport and communications; craftsmen, production process and related workers—comprising 31 per cent of the total workers employed, 52 per cent of the total fatalities occurred.

During the quarter there were two multi-fatality accidents that brought death to 13 workmen. Eight fishermen from Vancouver, B.C., were drowned on April 10, when their seiner *Sea Ranger* disappeared in the southern Bering Sea. Five fishermen from Cape Mudge, B.C., were lost on May 14 after their boat *Miss Jamie-Lee* sunk near Bold Point, Quadra Island, B.C.

### Largest Number of Fatalities

The largest number of fatalities, 48, occurred in the construction industry. Of these fatalities, 12 were in buildings, 17 in highways, and 19 in other construction.

The 39 fatalities recorded in the manufacturing industry were distributed as follows: 9 in products of metal fabricating; 6 each in products of primary metal and in wood products; 4 in paper products; 3 each in

\* See Tables H-1 and H-2 at back of this book.

food and beverage, machinery and chemical products; 2 in non-metallic mineral products; and 1 each in leather products, transportation equipment, and electrical products.

Of the 39 fatalities that occurred in transportation, communication and other utilities industries, 13 were in local and highway transportation; 7 in railway transportation; 4 each in water transportation, miscellaneous transportation, communication, and electric power, gas and water utilities; 2 in air transportation; and 1 in storage.

In the mining industry, 8 of the 22 fatalities were in metal mining; 2 in coal mining; 1 in petroleum and oil wells; and 11 in non-metal mining.

In the forestry industry 22 fatalities were recorded.

Of the remaining 50 fatalities, 17 were in fishing; 13 in agriculture; 10 in trade; and 5 each in service and public administration.

An analysis of the 220 fatalities in the second quarter of 1965, shows that 57 (26 per cent) were caused by "falls and slips." All but eight were falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, seas, shafts, pits, excavations, etc.

Of the 50 fatalities (23 per cent) that were in the accident-type group of "being struck by different objects," 5 were the result of being struck by tools, machinery, cranes, etc.;

9 were caused by moving vehicles; and 36 were in the category of such objects as falling trees and limbs, and landslides or cave-ins.

Collisions, derailments and wrecks caused 37 fatalities. Automobiles and trucks were involved in 21 accidents; aircraft and railway trains in 6 each; tractors and loadmobiles in 3; and watercraft in 1.

### Other Fatalities

Twenty-four fatalities were in the category of being "caught in, on or between." Most of them involving tractors, loadmobiles, machinery, automobiles, trucks, hoisting and conveying apparatus, mine and quarry cars, trains or other railway vehicles, and materials in use or stored in plant.

Of the remaining 52 fatalities, 17 were caused by electric current; 15 were the result of inhalations, contact, absorptions, ingestions and industrial diseases; 13 were caused by conflagrations, temperature extremes and explosions; 5 were under the heading of miscellaneous accidents; and 2 were in the category of "striking against or stepping on objects."

By province of occurrence, there were 77 fatalities in Ontario, 63 in British Columbia, 23 in Alberta, and 21 in Quebec.

During the quarter, there were 72 fatalities in April; 75 in May; and 73 in June.

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The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries

as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Employment and Unemployment, September

The labour force declined by 331,000 to 7,159,000 between August and September as large numbers of young people returned to school. Employment decreased by 296,000 to 6,983,000 during the same period.

Unemployment dropped by 35,000 during the month to 176,000. Seasonally adjusted, the September 1965 unemployment rate was 3.6 per cent.

Between August and September, the decrease in employment of persons 14 to 24 years of age was 338,000. Employment of persons 25 years of age and over increased by 42,000.

The labour force in September was 174,000 higher than a year earlier. Employment was 215,000 higher, and unemployment 41,000 lower than in September 1964.

Employment

There was a noticeable decline in farm employment due in part to inclement weather. Agriculture accounted for 109,000, (almost two-fifths) of the August-to-September decline in employment. Much of the drop in non-agricultural employment was in the service-producing industries. In non-agricultural industries, and to a lesser extent in agriculture, the decreases were the result of students returning to school.

Total employment remained well ahead of a year earlier. The September estimate of 6,983,000 represented an increase of 215,000 (3.2 per cent) over September 1964. In non-agricultural industries, the increase was 270,000 (4.4 per cent). The largest gains were in construction and the service-producing industries. Employment was higher than a year ago in all regions.

Unemployment

Unemployment decreased by 35,000 to 176,000 between August and September. Over half of the decline was among teenagers, many of whom left the labour market to return to school. The unemployment total was 41,000 lower than in September 1964.

Of the 176,000 unemployed in September, some 131,000 had been unemployed for three months or less. The remaining 45,000 (26 per cent) of the total, had been seeking work for four months or more.

The unemployment rate in September 1965 represented 2.5 per cent of the labour force, compared with 3.1 per cent in September 1964, and 3.7 per cent in September 1963. Unemployment rates were lower than a year ago in all regions. The rate in August this year was 2.8 per cent.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Sep-tember 1965	Sep-tember 1964	Sep-tember 1965	Sep-tember 1964	Sep-tember 1965	Sep-tember 1964	Sep-tember 1965	Sep-tember 1964
Metropolitan .....	—	—	—	3	12	9	—	—
Major Industrial .....	1	—	4	11	21	15	—	—
Major Agricultural .....	—	—	1	1	13	13	—	—
Minor .....	—	—	2	8	50	47	6	2
Total .....	1	—	7	23	96	84	6	2

Note: Grande Prairie was not included in the survey prior to January 1965.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i> .....(000)	Sept. 18	7,159	- 4.4	+ 2.5
Employed.....(000)	Sept. 18	6,983	- 4.1	+ 3.2
Agriculture.....(000)	Sept. 18	625	-14.9	- 8.1
Non-agriculture.....(000)	Sept. 18	6,358	- 2.9	+ 4.4
Paid workers.....(000)	Sept. 18	5,857	- 3.9	+ 4.8
At work 35 hours or more.....(000)	Sept. 18	5,876	+ 2.2	+ 2.2
At work less than 35 hours.....(000)	Sept. 18	836	+12.8	+ 7.6
Employed but not at work.....(000)	Sept. 18	271	-65.7	+ 12.0
Unemployed.....(000)	Sept. 18	176	-16.6	- 18.9
Atlantic.....(000)	Sept. 18	23	-14.8	-28.1
Quebec.....(000)	Sept. 18	69	-18.8	-17.9
Ontario.....(000)	Sept. 18	47	-17.6	-14.6
Prairie.....(000)	Sept. 18	18	0.0	-14.3
Pacific.....(000)	Sept. 18	19	-20.8	-24.0
Without work and seeking work.....(000)	Sept. 18	167	-14.8	-19.3
On temporary layoff up to 30 days.....(000)	Sept. 18	9	-40.0	-10.0
<i>Industrial employment (1949=100)</i> .....	July	141.8	+ 0.6	+ 5.8
Manufacturing employment (1949=100).....	July	129.5	- 0.6	+ 5.6
<i>Immigration</i> .....1st	6 months	62,898	—	+ 22.6
Destined to the labour force.....1st	6 months	32,434	—	+ 24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	Sept.	92	+10.8	+ 46.0
No. of workers involved.....	Sept.	21,012	-22.7	+132.5
Duration in man days.....	Sept.	216,080	-11.3	+107.7
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	July	\$91.09	0.0	+ 5.0
Average hourly earnings (mfg.).....	July	\$2.09	- 1.0	+ 4.5
Average hours worked per week (mfg.).....	July	40.8	- 1.0	- 0.3
Average weekly wages (mfg.).....	July	\$85.47	- 1.6	+ 4.2
Consumer price index (1949=100).....	Sept.	139.1	- 0.2	+ 2.6
Index numbers of weekly wages in 1949 dollars (1949=100)	July	146.9	- 1.6	+ 1.7
Total labour income.....	July	2,193	- 0.9	+ 10.7
<i>Industrial Production</i>				
Total (average 1949=100).....	August	221.9	+ 2.7	+ 7.0
Manufacturing.....	August	196.1	+ 1.9	+ 5.7
Durables.....	August	190.3	- 7.0	+ 5.4
Non-durables.....	August	201.1	+10.5	+ 5.9
<i>New Residential Construction (b)</i>				
Starts.....	Sept.	11,297	-27.2	- 2.9
Completions.....	Sept.	11,359	+17.4	- 1.3
Under construction.....	Sept.	92,044	- 2.3	+ 22.0

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more

# CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)			Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Quebec-Levis → ST. JOHN'S Toronto Vancouver— New Westminster— Mission City → WINDSOR Winnipeg	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)	Oshawa	Lac St. Jean Shawinigan Sherbrooke SYDNEY & SYDNEY MINES ←	→ BRANTFORD Cornwall Corner Brook Fort William— Port. Arthur Granby-Farnham— Cowansville Guelph → JOLIETTE Kingston Kitchener London Moncton → NEW GLASGOW → NIAGARA PENINSULA Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins— New Liskeard— Kirkland Lake Trois Rivières Victoria	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000- 75,000; 40 per cent or more in agriculture)		Thetford-Megantic— St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force (10,000 to 25,000)		KAMLOOPS Quebec North Shore ←	Bathurst Beauharnois Belleville— Trenton Bracebridge Brampton Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek DRUMHELLER ← → DRUMMONDVILLE Edmundston Fredericton Galt → GASPE Grand Falls Grande Prairie Kentville Lachute— Ste. Therese → LINDSAY Medicine Hat Montmagny	→ GODERICH Listowel Stratford Swift Current → WALKERTON Weyburn

# CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER—Conc.

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
MINOR AREAS (Cont'd)			→NEWCASTLE North Bay →OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince George— Quesnel Prince Rupert →RIMOUSKI Sault Ste. Marie Ste. Agathe— St. Jerome St. Hyacinthe St. Jean St. Stephen St. Thomas Simone →SOREL Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock— Tillsonburg Yarmouth Woodstock, N.B.	

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 591, June issue.

## Student Career Decisions

(Continued from page 878)

guidance provided to assist students in making educational and occupational decisions. Within the informal system, the values attached by students to different "streams" or programs of study, the frequency and nature of contacts between students and teachers, and relationships between students in school activities outside the classroom all have an important influence on the formation of career orientation.

The subsidiary purpose of the study is to answer the question "How do the career goals formed by young people in school compare with their subsequent experience in the working world?" In order to afford adequate information of this sort, the study has been designed to allow a follow-up on the careers of a sample of the students to learn about their success in the labour force at various stages of their lives.

The subject of this study, of course, is a complex problem on which a whole range of dimensions impinges. Clearly, no single study can provide all the necessary information or answers. For example, the influence of the young person's family, his community and church, play important roles in shaping his aspirations and behaviour. One of the purposes of this initial study, therefore, is to

collect bench-mark information on all these factors in order to stimulate and provide a sound basis for further research.

The information required for the study will come from a sample of over 400 publicly-operated secondary schools in the 10 provinces. They will be a mixture of small and large, rural and urban, academic, technical and vocational, commercial, and "composite." Approximately 150,000 secondary school students from all grades will be taking part.

Questionnaires were to have been completed last month by both students and teachers, and supplementary questionnaires by guidance counsellors and school principals. The students are asked about their educational and occupational plans, attitudes, background factors, and activities outside school. In addition, they complete brief general ability and interest tests.

A second study of the same students will be made in May 1966 when a briefer questionnaire will repeat some of the earlier questions to determine what changes have taken place in the students' aspirations and plans, and why the changes were made.

Supplementary objective information to be submitted by the schools will include reports of mid-year and final grades, dropouts during the school year, and failure to return to

(Continued on page 926)

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During October, November and December (except those under negotiation in September)

Company and Location	Union
Air Canada, system-wide .....	Air Canada Sales Empl. Assn. (Ind.)
Assn. des Marchands Détaillants, Quebec & vicinity, Que. ....	Metal Trades' Federation (CNTU) (garage empl.)
Assn. Patronale des Inst. Religieuses (5 hospitals) Granby, Sorel & St. Hyacinthe, Que. ....	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Bell Telephone Co. of Canada, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical & asso- ciated empl.)
Bell Telephone Co. of Canada, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Burnaby District, B.C. ....	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary Power & Farm Electric Services, Alta. ....	Calgary Power Empl. Assn. (Ind.)
CBC, company-wide .....	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL- CIO/CLC)
Cdn. Copper Refiners, Montreal, Que. ....	Metal Refining Wkrs. Union (Ind.)
Cdn. Marconi, Montreal, Que. ....	Marconi Salaried Empl. Assn. (Ind.)
CNR, system-wide .....	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways .....	15 unions (non-operating empl.)
CPR, system-wide .....	Trainmen (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Cdn. Western Natural Gas & Northwestern Utili- ties, Alta. ....	Natural Gas Empl. Welfare Assn. (Ind.) & Natural Gas Empl. Benefit Assn. (Ind.)
Dominion Steel & Coal Corp., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dupont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assn. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton, City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton, City, Alta. ....	Public Empl. (CLC) (outside empl.)
Edmonton, City, Alta. ....	Transit Union (AFL-CIO/CLC)
Hawker Siddeley Canada Ltd. (Orenda, Engineer- ing & Vending Divs.), Malton, Ont. ....	Machinists (AFL-CIO/CLC)
Hopital General St. Vincent de Paul & others, Sherbrooke, Lac Megantic & Windsor, Que. ....	Service Empl. Federation (CNTU)
Hopital St. Charles, Joliette, Que. ....	Service Empl. Federation (CNTU)
Hospitals (7) Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que. ....	Service Empl. Federation (CNTU)
Hospitals (15), Montreal, Granby, Joliette, La- chine, St. Hyacinthe, Valleyfield & Verdun, Que. ....	Service Empl. Federation (CNTU) (registered nurses)
Hospitals (15), Montreal, Lachine, St. Jerome & Verdun, Que. ....	Service Empl. Federation (CNTU) (non-profes- sional empl.)
Iron Ore Co. of Canada, Nfld. & Que. ....	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres .....	Teamsters (Ind.)
Mi-Mail Limited, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Montreal General Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Montreal Locomotive Works, Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
North York Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Ottawa, City, Ont. ....	Public Empl. (CLC)
Ottawa, Transportation Commission, Ottawa, Ont. ....	Transit Union (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management  
Division of the Economics and Research Branch.

Company and Location	Union
Quebec Cartier Mining, Port Cartier & Lac Jean- nine, Que. ....	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
St. Lawrence Seaway Authority .....	Railway, Transport & General Wkrs. (CLC)
Saskatoon City, Sask. ....	Public Empl. (CLC) (inside & outside empl.)
Saskatchewan Government .....	Sask. Govt. Empl. Assn. (Ind.) (classified serv- ices)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que. ....	ILA (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont. ....	Public Empl. (CLC) (caretakers)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Vancouver City Hall Empl. Assn. (Ind.) (inside empl.)
Vancouver City, B.C. ....	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro (Transit Dept.) Man. ....	Transit Union (AFL-CIO/CLC)

## Part II—Negotiations in Progress During September (except those concluded in September)

### Bargaining

Company and Location	Union
Air-Canada, system-wide .....	Air Line Pilots (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta. ....	Public Empl. (CLC)
Canada Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que. ....	Pulp and Paper Wkrs. Federation (CNTU)
Donohue Brothers Limited, Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Edmonton City, Alta. ....	Fire Fighters (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man. ....	Butcher Workmen (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta. ....	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont. ....	UE (Ind.)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)
Quebec Iron & Titanium, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Quemont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government Telephones .....	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp. ....	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que. ....	Shell Empl. Council (Ind.)
University of Saskatchewan, Saskatoon, Sask. ....	CLC-chartered local
Winnipeg Metro., Man. ....	Public Empl. (CLC)

## Conciliation Officer

Company and Location	Union
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Canada & Dominion Sugar, Montreal, Que. ....	Bakery Wkrs. (CLC)
CPA, system-wide .....	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Toronto & other centres, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres .....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Winnipeg City, Man. ....	Public Empl. (CLC)

## Conciliation Board

B.C. Hydro & Power Authority .....	IBEW (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont. ....	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
KVP Company, Espanola, Ont. ....	Papermakers (AFL-CIO/CLC), Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)

## Post-Conciliation Bargaining

(No cases during September)

## Arbitration

Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont. ....	Public Empl. (CLC)

## Work Stoppage

Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que. ....	Railway Transport & General Wkrs. (CLC)
Price Bros. & Co., Dolbeau, Kenogami & Shipshaw, Que. ....	Bush Wkrs., Farmers' Union (Ind.)

## Part III—Settlements Reached During September

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

*American Motors Canada Ltd., Brampton, Ont.—Auto Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,200 empl.—settlement pay of \$20—general wage increases of 6¢ an hr. or 2.5%, whichever is greater, and 9¢ an hr. additional eff. Sept. 23, 1965; provision for additional wage adjustments

to establish parity with Ford-Oakville for certain classifications; general wage increases of 6¢ an hr. or 2.5%, whichever is greater eff. July 1, 1966 and 7¢ an hr. or 2.8%, whichever is greater, eff. July 1, 1967; wage rates to be reduced by 1¢ an hr. upon introduction of Green Shield Drug Plan; 10 paid holidays (formerly 8); vacation pay to be 80 hrs. (formerly 40 hrs.) after 1 yr. of service, 100 hrs. (formerly 60 hrs.) after 3 yrs. of service, 120 hrs. (formerly 80 hrs.) after 5 yrs. of service, 140 hrs. (formerly 100 hrs.) after 10 yrs. of service and 160 hrs. (formerly 120 hrs.) after 15 yrs. of service; provision for 3 days' bereavement leave; pensioners on early retirement may continue full life insurance to age 65 by contributing 50¢ a mo. per \$1,000; provision for tuition aid programme; rate for labourer becomes \$2.57 an hr. July 1, 1967; agreement to expire June 30, 1968.

*Anglo-Cdn. Pulp & Paper, Bowaters Mersey Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC):* 3-yr. agreement covering 3,270 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1966, 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; pre-retirement plan to provide for 1 to 5 additional wks. vacation after 25 yrs. of service for empl. 60 to 64 yrs. of age eff. Jan. 1, 1968; vacation pay for seasonal empl. to be 2% of current earnings for empl. with less than 36 mos. of accumulated service, 4% of current earnings after 36 mos. of accumulated service, 6% of current earnings after 96 mos. of accumulated service, 8% of current earnings after 240 mos. of accumulated service and 10% of current earnings after 300 mos. of accumulated service; rate for labourer on 6-day operation becomes \$2.48 an hr. Aug. 1, 1967; agreement to expire April 30, 1968.

*Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.—Service Empl. Federation (CNTU):* agreement covering 550 empl.—wage increases ranging from \$5 to \$27 a wk. in 1965; work wk. reduced to 35 hrs. (formerly 40 hrs.) for office empl., and to 37½ hrs. (formerly 40 hrs.) for nursing personnel; 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.) and 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.).

*CNR, North Sydney, N.S.—ILA (AFL-CIO/CLC):* 2-yr. agreement covering 600 empl.—wage increases of 12¢ an hr. retroactive to July 1, 1965 and 12¢ an hr. eff. July 1, 1966; Remembrance Day to be eighth paid holiday; vacation pay to be 4% (at present 2%); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.); rate for freight handler-stevedore becomes \$2.33 an hr. July 1, 1966; agreement to expire June 30, 1967.

*David & Frère, Montreal, Que.—Commerce & Office Empl. (CNTU):* 3-yr. agreement covering 600 empl.—wage increases of 4¢ an hr. retroactive to May 24, 1965, 4¢ an hr. eff. Nov. 22, 1965, 5¢ an hr. eff. May 23, 1966, 5¢ an hr. eff. Nov. 21, 1966, 6¢ an hr. eff. May 22, 1967 and 6¢ an hr. eff. Nov. 20, 1967; work wk. for drivers (formerly 45 hrs.) to be reduced to 43 hrs. with maintenance of pay; empl. with 3 mos. to 9 yrs. of service to receive 9 paid holidays (number of holidays varied according to length of service previously) and empl. with 10 yrs. of service or more continue to receive 11 paid holidays; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.) and 4 wks. vacation after 20 yrs. of service in 1966 (formerly after 25 yrs.); rate for general male worker becomes \$1.93 an hr. Nov. 20, 1967; agreement to expire May 23, 1968.

*DeHavilland Aircraft, Malton & Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 4,740 empl.—settlement pay of \$40 for empl. who worked each wk. from June 22, 1965 to Aug. 24, 1965, or \$5 per full wk. worked for empl. who worked less than this period; wage increases of 15¢ and 17¢ an hr., depending on classification, plus an additional 7¢ an hr. for tradesmen eff. Sept. 24, 1965, 6¢ an hr. eff. June 25, 1966 and 7¢ an hr. eff. June 25, 1967; evening and night shift premiums to be 12¢ and 18¢ an hr. respectively (formerly 10¢) eff. Sept. 24, 1965; 1 wk. vacation with 2% vacation pay for empl. with less than 1 yr. of service (at present after 1 yr.), 2 wks. vacation with 4% vacation pay after 1 yr. of service (at present after 3 yrs.), 2½ wks. vacation with 5% vacation pay after 4 yrs. of service (new provision), 3 wks. vacation with 6% vacation pay after 8 yrs. of service (at present after 12 yrs.), 3½ wks. vacation with 7% vacation pay after 12 yrs. of service (new provision) and 4 wks. vacation with 8% vacation pay after 20 yrs. of service (new provision) in 1966; 10 paid holidays (formerly 8½); employer to pay premiums for empl., dependents, present and future retired personnel of medical and hospital insurance and Blue Cross Prescription Drug Plan; employer to pay one-half of future premium increases of hospital and medical insurance; basic pension benefit, available at age 65, to be \$4.25 (at present \$2.80) a mo. per yr. of service; survivor income benefits and bridge benefits provided; supplementary pension, available from age 65 until eligibility for federal old age pension, to be increased; benefits under SUB plan to be increased to provide empl. with 65% of normal 40 hrs. weekly pay for a maximum benefit of \$55; weekly sickness and accident insurance benefits improved; group life insurance of \$750 extended to pensioners; rate for sweeper becomes \$2.26 an hr. June 24, 1967; agreement to expire June 25, 1968.

*Dominion Rubber (Tire Div.), Kitchener, Ont.—Rubber Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,200 empl.—wage increases of 10¢ an hr. in 1965, 7¢ an hr. in 1966 and 7¢ an hr. in 1967; additional wage adjustment of 14¢ an hr. in 1965 for tradesmen; 10 paid holidays (formerly 9); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 22 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); improvements in insurance, pension and SUB plans; agreement to expire May 4, 1968.

*Dominion Steel & Coal Corp., Sydney, N.S.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement covering 2,700 empl.—wage increases of 10¢ an hr. retroactive to Aug. 1, 1965, 5¢ an hr. eff. Aug. 1, 1966 and 3¢ an hr. eff. Jan. 1, 1967; job class 1 to be abolished thus increasing base rate by 5¢ an hr.; increment between job classes increased to 6½¢ (formerly 6¢); afternoon and night shift premiums to be 9¢ an hr. and 11¢ an hr. respectively (formerly 7¢ and 9¢ an hr.); Sunday premium to be 25¢ an hr. (formerly 15¢ an hr.); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 13 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); new non-contributory pension plan adopted; company to contribute additional 2¢ an hr. toward welfare plan; rate for labourer becomes \$2.285 an hr. Jan. 1, 1967; agreement to expire July 30, 1968.

*Duplate Canada Ltd., Oshawa, Oakville & Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,000 empl.—wage increases of 9¢ an hr. in first yr. of agreement, 6¢ an hr. in second yr. and 7¢ an hr. in third yr. for empl. at Oshawa; wage increases of 11¢ an hr. in first yr. of agreement, 6¢ an hr. in second yr. and 7¢ an hr. in third yr. for empl. at Oakville and Windsor; wage increases at three plants of 19¢ an hr. eff. Sept. 1, 1965, 2¢ an hr. eff. Nov. 8, 1965 and 7¢ an hr. eff. Sept. 1, 1967 for skilled trades; evening and night shift premiums increased to 12¢ an hr. and 18¢ an hr. respectively (formerly 10¢ and 12¢); Boxing Day and day before New Year's Day to be paid holidays; 2 wks. vacation with 4% vacation pay after 1 yr. of service and with 5% vacation pay after 3 yrs. of service; 3 wks. vacation with 6% vacation pay after 5 yrs. of service and with 7% vacation pay after 8 yrs. of service; 3 wks. vacation with 8% vacation pay plus 1 wk. optional after 15 yrs. of service; employer to pay premiums of medical and hospital insurance and Green Shield Drug Plan for pensioners; group life insurance increased to \$7,000 (formerly \$6,000); accident and disability insurance increased to \$3,500 (formerly \$3,000); weekly indemnity increased to \$70 (formerly \$60); weekly benefits under SUB plan increased to \$40 (formerly \$27.50) plus \$2 per child; inter-plant preferential hiring for empl. laid off; improvements in pension plan similar to those in automobile industry; rate for general labourer at Oshawa becomes \$2.62 an hr. in third yr. of agreement; agreement to expire Aug. 31, 1968.

*E. B. Eddy, Hull, Que.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC):* 2-yr. agreement covering 1,720 empl.—wage increases of 14¢ an hr. retroactive to May 1, 1965 and 10¢ an hr. eff. May 1, 1966; additional wage adjustments for certain classifications; afternoon and night shift premiums to be 9¢ an hr. and 15¢ an hr. respectively retroactive to May 1, 1965 (formerly 8¢ and 13¢) and to be 10¢ an hr. and 17¢ an hr. respectively eff. May 1, 1966; 5 wks. vacation after 30 yrs. of service in 1965 (new provision); employer to pay full cost of welfare plan—group life insurance, accidental death and dismemberment, major medical and weekly indemnity; weekly indemnities to be \$40, \$50 and \$60, depending on wage rates, payable up to 26 wks. (formerly \$35, \$45 and \$55 payable up to 13 wks.); empl. retiring before age 65 to have option of continuing full life insurance coverage to age 65 at current group rates or receiving a \$2,000 paid-up life insurance at early retirement date; retirement income plan to be included in agreement, and adaptation to Canada Pension to be negotiated; introduction of Canada Pension Plan will not increase or decrease employer or empl. contributions or reduce benefits; rate for labourer becomes \$2.24 an hr. May 1, 1966; agreement to expire April 30, 1967.

*Eldorado Mining & Refining, Eldorado, Sask.—Mine, Mill & Smelter Wkrs. (Ind.):* 3-yr. agreement covering 500 empl.—general wage increases of 8¢ an hr. eff. Sept. 1, 1965, 8¢ an hr. eff. Sept. 1, 1966 and 8¢ an hr. eff. Sept. 1, 1967; additional wage adjustments for certain classifications eff. Sept. 1, 1965; premium for all shifts to be 9¢ an hr. (formerly 6¢ an hr. for afternoon shift, 7¢ an hr. for night shift and 9¢ an hr. for graveyard shift); Saturday and Sunday premium of 15¢ an hr. adopted; cost-of-living bonus for empl. at Uranium City to be \$16 a mo. (formerly \$8); rate for labourer becomes \$2.42 an hr. Sept. 1, 1967; agreement to expire Aug. 31, 1968.

*Fur Mfrs. Guild, Montreal, Que.—Butcher Workmen (AFL-CIO/CLC):* 3-yr. agreement covering 1,500 empl.—wage increases of \$6 a wk. retroactive to June 1, 1965 and \$6 a wk. eff. Nov. 1, 1966; work wk. (at present 36 hrs.) to be reduced to 35 hrs. with maintenance of pay eff. May 1, 1967; New Year's Day and Good Friday to be guaranteed paid holidays; increase in employers' contribution toward health insurance; rate for fur cutter becomes \$110 a wk. Nov. 1, 1966; agreement to expire April 30, 1968.

*Hotel Chateau Laurier (CNR), Ottawa, Ont.—Railway, Transport & General Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 500 empl.—wage increase of 5¢ an hr. on all existing basic rates of pay retroactive to March 1, 1965; all classifications receiving a rate, which, added to the value agreed upon for room and for meals, is less than \$1.25, increased to \$1.25 eff. July 1, 1965; all classifications, which by March 1, 1966 have not received a wage increase of 10¢ an hr., shall receive 5¢ an hr. or less, bringing the total hourly wage increase to 10¢ eff. March 1, 1966; all classifications which by March 1, 1967 have not received a wage increase of 15¢ an hr. shall receive 5¢ an hr. or less, bringing the total hourly wage increase to 15¢; meals valued at 4¢ an hr. and room and meals valued at 16¢ an hr.; 8 paid holidays (formerly 7); 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.); split shift differential to be 50¢ per day; rate for bus boy becomes \$1.25 an hr. March 1, 1967; agreement to expire Feb. 29, 1968.

*Hudson Bay Mining & Smelting, Flin Flon, Man.—CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO):* 2-yr. agreement covering 2,300 empl.—general wage increases of 6% retroactive to April 16, 1965 and 5% eff. April 16, 1966 on rates in effect April 15, 1965 for hourly rated empl.; additional wage adjustment of 3¢ an hr. for tradesmen; Saturday and Sunday premium to be 20¢ an hr.; 2 wks. vacation after 1 yr. of service, 2 wks. plus 1 day vacation after 6 yrs. of service, 2 wks. plus 2 days vacation after 7 yrs. of service, 2 wks. plus 3 days vacation after 8 yrs. of service, 2 wks. plus 4 days vacation after 9 yrs. of service; 4 wks. vacation after 15 yrs. of service; rate for surface labourer becomes \$2.24 an hr. April 15, 1966; agreement to expire April 15, 1967.

*Imperial Tobacco & subsidiaries, Que. & Ont.—Tobacco Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 3,260 empl.—general wage increases of 11¢ an hr. retroactive to July 15, 1965, 9¢ an hr. eff. July 15, 1966 and 9¢ an hr. eff. July 15, 1967; wage increases of 6¢ an hr. retroactive to July 15, 1965, 5¢ an hr. eff. July 15, 1966 and 5¢ an hr. eff. July 15, 1967 for piece-work empl. of General Cigar Co. Ltd.; work wk. to be reduced to 36½ hrs. (at present 37½ hrs.) eff. July 17, 1966 with maintenance of pay; 4 wks. vacation after 20 yrs. of service (at present after 25 yrs.) and 5 wks. vacation after 27 yrs. of service (at present after 30 yrs.) in 1966 and after 25 yrs. of service in 1967; ¾-wk. severance pay per completed yr. of service with a minimum of 1 wk. for empl. with 1 yr. of service (formerly severance pay ranged from 1 wk. to 4 wks. pay for those with 1 or more yrs. of service); improvements in sickness and accident insurance and pension plans; establishment of labour-management committee to alleviate the effects of technological change; training plan to be instituted to provide apprenticeship for skilled trades, training for technological improvements, training for upgrading and assistance to enhance formal education; rate for labourer becomes \$2.59½ an hr. July 17, 1966; agreement to expire July 14, 1968.

*International Harvester Co. of Canada, Chatham, Ont.—Auto Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 850 empl.—wage increases of 12¢ an hr. retroactive to June 1, 1965, 6¢ an hr. in 1966 and 6¢ an hr. in 1967; increase of ½¢ in increment between labour grades; 10 paid holidays (formerly 8); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 15 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); rate for labourer becomes \$2.37 an hr. in 1967; agreement to expire June 2, 1968.

*Manitoba Telephone System—Man. Telephone Assn. (Ind.) (clerical & maintenance empl.):* 18-mo. agreement covering 1,630 empl.—general wage increase of 4% retroactive to April 1, 1965; work wk. for clerical empl. (formerly 40 hrs.) to be 38½ hrs. eff. in 1965 and 37½ hrs. eff. Jan. 1, 1966; 4 wks. vacation after 25 yrs. of service (formerly after 30 yrs.); modified Rand formula adopted; rate for clerk 1 becomes \$55.40 a wk. in 1965; agreement to expire Sept. 30, 1966.

*Northern Electric, Montreal, Que.—Northern Electric Empl. Assn. (Ind.) (Unit #1):* 2-yr. agreement covering 5,500 empl.—to eliminate incentive classifications, wage increases of 24% increase in base rate, 6¢ an hr. retroactive to March 1, 1965 and 6¢ an hr. eff. March 1, 1966 for incentive empl.; wage increases of 8¢ an hr. retroactive to March 1, 1965 and 8¢ an hr. eff. March 1, 1966 for production empl.; wage increases of 11¢ an hr. retroactive to March 1, 1965 and 11¢ an hr. eff. March 1, 1966 for tradesmen; 2 wks. vacation after 1 yr. of service (formerly 14 mos.) and 4 wks. vacation after 20 yrs. of service (formerly after 28 yrs.); employer to pay 50% of Blue Cross premium; rate for labourer becomes \$2.01 an hr. March 1, 1966; agreement to expire Feb. 25, 1967.

*Northern Electric, Montreal, Que.—Northern Electric Office Empl. Assn. (Ind.):* 2-yr. agreement covering 2,200 empl.—wage increases ranging from \$8 to \$21 a mo. retroactive to March 1965 and \$8 to \$21 a mo. eff. March 1966; 2 wks. vacation after 1 yr. of service (formerly after 14 mos.) and 4 wks. vacation after 20 yrs. of service (formerly after 28 yrs.); employer to pay 50% of Blue Cross premium; rate for filing clerk becomes \$235 a mo. March 1966; agreement to expire Feb. 25, 1967.

### Erratum

In the September 1965 issue, pp. 811 and 813, it was reported that a number of labour organizations were parties to general settlements during August with Ontario-Minnesota Paper and Ontario Paper. The following unions did not sign agreements along with other labour organizations with these companies:

Company	Union
Ontario-Minnesota Paper .....	IBEW, Firemen & Oilers, Carpenters, & International Operating Engineers
Ontario Paper .....	Papermakers, IBEW, & Firemen & Oilers

### Student Career Decisions

(Continued from page 920)

school the following autumn. A final series of supplementary interviews with a smaller number of students is planned for the fall of 1966.

Students are expected to find the questionnaires an interesting and helpful exercise in learning to think systematically about their educational and occupational plans, and the entire survey an opportunity to express themselves about the nature and extent of the

assistance they require to make a successful transition from school to work.

Planning and administration of the study is being done with the guidance of an advisory committee made up of senior educational research personnel and representatives of national and regional educational groups. Prior to the survey, provincial deputy ministers of education held briefings for the school principals taking part.

## Employment of Handicapped Persons

Harold Russell, Chairman of the President's Committee on Employment of the Handicapped in the United States, addressed a convention of the Order of Eagles, an international fraternal organization, in Toronto in August. Extracts from his address are reproduced below.

Mr. Russell will be remembered for his role as Homer Parish in the award-winning movie, "The Best Years of Our Lives." He suffered the loss of both hands in an explosion during a training exercise at Camp Mackall in 1944, while acting as a paratrooper instructor.

While in Toronto, Mr. Russell visited the Workmen's Compensation Board Rehabilitation Centre and met with staff and patients.

I think I can best tell you about the handicapped in general by telling you the stories of [two] handicapped persons in specific. They dramatize the whole meaning of opportunity for the handicapped.

I have in mind a brilliant young electronics engineer on the West Coast who supervises a staff of researchers. He is the author of many papers, the holder of many patents. To listen to him, you know you are face-to-face with a genius. He is in a wheelchair. He is so completely paralyzed by polio that he can barely feed himself. Someone else has to hold the books and memos he has to read; he can't handle them himself.

Do you know what this man does when he goes home at night? He doesn't do what you and I do—have a nice dinner and relax by the TV set, or with our circle of friends. He gets into an iron lung at night. And he stays there until the following morning. That's why he is alive today.

Handicapped? Physically, yes; but in terms of ability, a definite no.

I also have in mind an employee in a shoe factory in Pennsylvania. He happens to be mentally retarded, so much that he has never learned to read or write.

His job is to take a strip of leather, place it into a metal jig, insert a couple of tacks—and presto, it comes out a neat bow for women's shoes. It's a routine job, performing the same operation hundreds of times every day. You and I wouldn't like it. But this job is his life; he reached upward for it, and he is proud of it.

Now, the shoe factory spent some \$300 to develop the metal jig. This young man used it a while, but found it wasn't accurate enough. The leather slipped. And so he took a slab of wood, 24 cents worth of nails and thumb tacks, and built himself another jig far more accurate than the one costing \$300. That's the one he's using now.

Handicapped? Mentally, yes; but in terms of ingenuity, not at all. . . .

Now these people—and millions more like them—wear the tag "handicapped." Is that

the right tag? Are they really handicapped on the job?

I think not. Their handicaps haven't kept them from functioning. They are earning every penny of their pay. They are brilliant successes. . . . Although they may be physically handicapped, or mentally handicapped, they are not vocationally handicapped. And that's what counts. They are not vocationally handicapped.

There you have an important distinction—one that makes all the difference between job equality or job inequality for the handicapped. The big question is: What kind of handicap? A physical or mental handicap shouldn't keep a man or woman from working; but a vocational handicap might.

Basically, the handicapped are no different from anybody else. They are human beings with the full range of human talents—a fact that some people seem to forget. But, because they are handicapped, many of them try harder. Many have that extra special motivation that drives them to success.

A vast survey by the Department of Labor in the United States showed that the handicapped have a five per cent better safety record than the able-bodied, and even out-produce the able-bodied. . . .

Another survey of employees by Prentice-Hall Publishing Company showed that the handicapped ranked higher than the able-bodied in job safety, in job stability, in morale, in ability to get along with fellow workers. . . .

The du Pont Company studied the records of 1,000 handicapped employees and found that they generally ranked above the able-bodied in production, attendance and safety.

The U.S. Chamber of Commerce and the National Association of Manufacturers made a study of 279 businesses, and learned that the handicapped had superior safety records and superior attendance records.

All of which boils down to this: The handicapped have abilities and they have motivation. All they need is the chance to prove it—the same chance anybody else would have. . . .

# Employment and the Older American Worker

*U.S. Department of Labor report on unemployment difficulties encountered by older workers analyzes age discrimination in various forms*

A great deal of attention throughout the Western world has been given in recent years to older workers and their effective utilization in the labour markets of the countries concerned. Many studies have been made. Much has been written. The most recent and perhaps the most comprehensive analysis of the employment difficulties of older workers yet made, has been completed by the U.S. Department of Labor.

The report of these studies by the Secretary of Labor to Congress was made in June 1965. The complete report is in two volumes: one, the Secretary's report, and two, the descriptive outline of the research involved. The two documents were presented under the title, "The Older American Worker." As a considerable part of the findings are applicable in Canada, they should be of interest to Canadians.

The report analyzes age discrimination in its various forms. It states that the most closely related kind of discrimination, in the non-employment of older workers, involves their rejection because of assumptions about the effect of age on their ability to do a job when there is no basis for these assumptions. This was considered as "arbitrary discrimination."

## Malice and Thoughtlessness

Another type of discrimination described is that kind of "discrimination" which results when an employer turns an older man or woman away, not because of concern about the individual's ability to perform the work, but because of malice toward programs and practices actually designed to protect the employment of older workers while they remain in the work force, and to supply support when they leave it, or are ill.

The "discrimination" older workers have most to fear, the report continues, is not from employer malice or thoughtlessness but from the ruthless interplay of impersonal forces—most of them part of what is properly, if sometimes too casually, called "progress."

Discrimination in employment based on race, religion, colour or national origin is accompanied by, and often has its roots in, prejudices that arise outside the sphere of employment. As the report points out, there exists against older persons no such preju-

dices to be carried over into the sphere of employment. The element of intolerance that looms so large in the existence of attitudes between groups, assumes minimum importance in the case of older people.

Nor did the studies show evidence of prejudice based on dislike or intolerance of the older worker. The issue of discrimination was found to revolve around the nature of the work and its rewards in relation to the ability or presumed ability of people at various ages, rather than around the people themselves.

## No Age Discrimination

The report states also that the United States Federal Government has adopted a broad and effective policy of non-discrimination on the basis of age so far as its own employment policy is concerned, and has extended this principle to cover Government contractors. The U.S. Government's own established policy of hiring on merit through Civil Service procedures, without regard to age, is of long standing. Retirement age is 70, with occasional exceptions.

The studies showed that the health factor differs between older and younger workers. A particular worker may develop a health problem that limits his availability for a variety of jobs. If it is the kind of health problem that is more likely to be serious among older workers, then older workers affected by it are more likely to be rejected for certain jobs on this account.

According to the report, the educational attainment of older workers—or the inadequacy of it—is often a bar to their employment for specific kinds of work, either because of inability to meet specific job requirements or employer preferences, or because younger workers meet them better.

It also points out that, despite rapid technological changes, many older workers obtain new employment, indicating the value that employers place on their experience, capacities and stability. Those with inadequate education were found to have far less success in obtaining work than those who were well prepared.

Various aspects of the studies will be described on this page in subsequent issues of the LABOUR GAZETTE.

## Women Workers Discussed at ICFTU Congress

*For first time since the International Confederation of Free Trade Unions was founded in 1949, its World Congress included discussions on the aims and special needs of women workers*

For the first time since the International Confederation of Free Trade Unions (ICFTU) was founded in 1949, its World Congress, held in Amsterdam last July, included on the agenda a discussion of women workers' questions.

On introducing the report on that subject as a basis for discussion, the chairman of ICFTU/ITS women's committee outlined the aims and special needs of women workers saying, "maternity and health must be protected, discrimination eliminated from salaries, promotion and other conditions of work, with the same determination as applied to the fight against racial discrimination and other prejudices."

The idea to establish a women's committee was conceived at the first international summer school for women trade unionists organized by ICFTU in France in 1953. After consultation with the International Trade Secretariats (ITS), a permanent committee was set up and held its first meeting, May 1957.

The three fields of activity then projected were: organization, education and propaganda, and economic and social questions. Membership was initially confined to European countries with corresponding members being added periodically until 1963, when the Vienna Conference brought together 62 women trade unionists from all over the world. The present committee has 25 executive members representing nine countries, and 11 members representing International Trade Secretariats. It keeps close contact with 22 corresponding members.

In the early stages of its existence, the committee set out to encourage organization of women within free trade unions, to fight against all discrimination based on sex, and to promote the training of women for active participation in trade union responsibilities, as well as to give voice, on an international level, to the views and problems of women workers.

On several occasions the committee recommended that ICFTU take steps to increase representation of women in courses that it organizes, by putting women's questions into the curriculae and appealing to participating organizations to nominate women candidates. Limited success, however, led to the development of a co-ordinated training program for women trade unionists organized by ICFTU,

but the report emphasized that these courses could not succeed without adequate appreciation and understanding of women's problems by male union leaders. The growing participation of women in the labour force and trade unions was demonstrated by the fact that in 1957, nine ICFTU affiliates had women's committees, and the number had grown to 21 by 1965.

The views of these 21 women's committees, representative of women workers all over the world, were presented in a two-part program—"The Charter of the Rights of Working Women" (see page 912) and a document on "The Free Trade Unions and Women Workers." The 16-point charter seeks recognition of the fundamental rights of women as workers—equal pay and the educational and vocational training that will enable them to get it; recognition of the right to work and contribute to the economic development of their country; recognition of maternity protection as a necessary obligation of society as a whole, rather than an opportunity to deny women equal conditions of work and employment.

The document, based on the same principles as the charter, further defines the role and place of women in the trade union movement, and is intended as a guide to its implementation.

Discussion of the report revealed some significant observations and recommendations: that women have the right to work and to vocational training, even during periods of economic recession; that women do responsible work and occupy leading positions in the trade unions equally with their male colleagues; that problems of women workers could not be properly dealt with by predominantly male committees; that heads of families should provide the same training opportunities for their daughters as for their sons.

Adoption of the charter along with the document was unanimous, resulting in a resolution calling on all free trade union organizations, in their turn, to study the problems of women workers, and take all possible steps to resolve them and assert the claims of women workers, as set forth in the program that is in the charter of Rights of Working Women and in the document on the Free Trade Unions and Women Workers.

# TEAMWORK in INDUSTRY

Joint consultation through labour-management co-operation committees might be new to some companies, but for John Labatt Ltd. (Labatt's Ontario Breweries Ltd.) such co-operation is "old hat". That company's London, Ont., plant has had a labour-management committee since 1942.

Originally formed to "provide a regular two-way channel of communication between management and labour, and additional opportunities for discussion and exchange of views on company policies and operations affecting employees", Labatt's committee soon assumed a dual-capacity role. (A dual-capacity committee serves two functions. It acts as a regular labour-management joint consultation committee, and its members also handle grievances and other union contract problems.)

Because of this dual capacity, the employee committee members are also the executive and shop stewards of their union, the National Brewery Workers Local 1 (London). The company accepted unionism in 1907.

## Less Resistance

Al Brash, plant general manager and committee chairman, says that he has found the committee assisted management because: "There is less employee resistance to change. The employees feel part of the operation and can give valuable information to management. There is the problem, though, that the employees in turn want more information from management than it is able to provide."

Gordon Jack, Labatt's executive assistant, added: "This joint committee has contributed greatly to the establishment of mutual understanding. Its dual capacity, it seems to me, has eliminated employee withdrawal practices and enabled us to continue meeting competition."

Harry Fraleigh, president of Local 1 and vice-chairman of the committee, notes that the committee provides "a direct line of com-

munication between labour and top-level management. Without this ability to talk things over, small matters could get out of proportion. This way we have mutual respect for each other's problems."

(Mr. Fraleigh has just been appointed to the Board of Governors of the University of Western Ontario in London, the first labour man appointed to that board.)

Mr. Fraleigh added that the committee's dual-capacity role has "tremendous advantages. During the life of the agreement we can discuss the pros and cons of certain segments of the contract and then, when negotiation time comes, we are all familiar with the problems we want to discuss."

## Employee Retraining

Management and employees at Procor Ltd. of Oakville, Ont., have each accepted responsibility for the upgrading and retraining of employees.

Thanks largely to the work of A. J. Paul LaPrairie, Procor's manufacturing division manager, four training schemes are now in operation.

Four years ago the company started an upgrading course to train employees as welders. As Procor is Canada's biggest builder and lessor of railway tank cars, and a leading metal fabricator, 40 per cent of the employees are welders. The training program was so successful that earlier this year an upgrading program was started for blueprint reading. This fall the company is planning a further course in drafting and English, and another called A Tech I, which covers exactly the same courses that are taught in technical institutes.

Mr. LaPrairie states that Canada is not short of manpower but of "skillpower". He maintains that it is the responsibility of governments to give adequate initial education; the responsibility of industry to provide upgrading and training for employees; and the responsibility of employees to keep improving their knowledge to meet technological changes.

The employees are represented by the International Brotherhood of Boilermakers and Shipbuilders, CLC, Local 128. The company has had a labour-management co-operation committee since 1962.

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held no meeting in August. During the month, the Board received 16 applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Received

1. Canadian Merchant Service Guild, on behalf of a unit of deck officers employed aboard the vessel *Liquilassie* owned by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

2. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a system-wide unit of locomotive engineers employed by Canadian National Railways, Montreal, Que. (Investigating Officer: G. A. Lane).

3. International Longshoremen's & Warehousemen's Union, Local 518, on behalf of a unit of wharf freight handlers employed on the Vancouver wharves by the Canadian Pacific Railway Company. (Investigating Officer: J. D. Meredith).

4. International Union of District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed personnel employed by North shipping and Transportation Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

5. International Union of District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of licensed personnel of North Shipping and Transportation Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

6. Canadian Television Union (Syndicat Canadien de la Télévision), on behalf of a unit of employees of the Canadian Broadcasting Corporation (Investigating Officer: R. L. Fournier).

7. Canadian Marine Officers Union on behalf of a unit of marine engineers employed by Quebec Cartier Mining Co., Port Cartier, Que. (Investigating Officer: R. L. Fournier).

8. Canadian Marine Officers Union, on behalf of a unit of marine engineers employed by Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

9. Canadian Union of Public Employees, on behalf of a unit of office employees employed by The Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: S. Emmerson).

10. Le Syndicat National des Débardeurs de la Baie des Ha! Ha! Inc., on behalf of a unit of seamen employed by Saguenay Terminals Limited, Port-Alfred, Que. (Investigating Officer: R. L. Fournier).

11. Canadian Marine Officers Union, on behalf of a unit of licensed engineers employed by Midlake Steamship Limited, Chatham, Ont. (Investigating Officer: R. L. Fournier).

12. Building Service Employees Union, Local 298, on behalf of a unit of cleaning employees, servicing the CBC Building, Montreal, employed by Les Services Ménagers Roy Limitée, Montreal, Que. (Investigating Officer: R. L. Fournier).

13. Canadian Maritime Union, on behalf of a unit of unlicensed personnel aboard SS *Michipicoten* purported to be employed by Providence Shipping Company, Limited, with The Algoma Central & Hudson Bay Railway Company, Sault Ste. Marie, Ont. as operating agent (Investigating Officer: S. Emmerson).

14. United Steelworkers of America, on behalf of a unit of missile research employees employed by Pan American Airways Inc., at Fort Churchill, Man. (Investigating Officer: C. Arthur Frey).

15. Transport Drivers, Chauffeurs, Warehousemen and Helpers, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Delson Transport Limited, Delson, Que. (Investigating Officer: R. L. Fournier).

16. Canadian Marine Officers Union on behalf of a unit of marine engineers employed by Carryore Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

### Applications for Certification Withdrawn

1. Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and National Harbours Board, Quebec, Que., respondent (L.G. July, p. 638).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Bolduc Explosives Transport Limited, Nipissing Junction, North Bay, Ont. (Investigating Officer: S. Emmerson). (L.G., Sept., p. 815).

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: Sydney Emmerson).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 404 of the Office Employees International Union (Conciliation Officer: T. B. McRae).

4. Kingsway Freightlines Limited, Calgary, Alta., and Local 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

5. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764 of the International Association of Machinists (Conciliation Officer: D. S. Tysoe).

6. Co-operative de Transport Maritime et Aerien, Cap-aux-Meules, Iles de la Madeleine, Que., and Locals 15405 and 15410, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier).

7. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

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## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

America (Conciliation Officer: Sydney Emerson).

8. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 91, 141, 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (maintenance agreement) (Conciliation Officer: T. B. McRae).

9. Autobus Yvan Levis Ltee, Chomedey, Que., and Local 903 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

#### Settlements Reported by Conciliation Officers

1. Zenith Transport Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith) (L.G., July, p. 639).

2. Compagnie Nationale Air France, Montreal International Airport, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 735).

3. The British Yukon Navigation Company Limited, North Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 639).

4. The Lake Erie Navigation Company Limited, Walkerville, Ont., and Seafarers' International Union of Canada (Conciliation Officer: W. M. Dempster) (L.G., June, p. 526).

5. National Harbours Board, Port of Saint John, N.B., and Federal Union No. 24 of Saint John (CLC) (Conciliation Officer: H. R. Pettigrove) (L.G., April, p. 342).

6. Bicknell Freighters Ltd., Calgary, Alta., and Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith) (L.G., Sept., p. 820).

7. Veilleux Transport Inc., East Angus, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier) (L.G., Sept., p. 820).

8. Canadian Arsenals Limited (Small Arms Division) Long Branch, and The Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., Sept., p. 820).

9. La Compagnie Radiodiffusion CKCH de Hull (Limitée) and Le Syndicat de l'Industrie

de l'Imprimerie, Hull-Ottawa, Section CKCH (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 49).

#### Conciliation Boards Appointed

1. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man. and the International Association of Machinists (L.G., July, p. 639).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Aug., p. 735).

3. Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd.; Clarke Steamship Company Limited and Albert G. Baker Limited, and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 526).

#### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 251) was fully constituted in August with the appointment of G. R. Currie of Vancouver, B.C., as Chairman. Mr. Currie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, John Groves Gould and J. Whiteford, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in June to deal with a dispute between KCCV (Quebec) Limitée, Quebec City; and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 735) was fully constituted in August with the appointment of Professor Andre Desgagne of Quebec City, as Chairman. Professor Desgagne was appointed by the Minister on the joint recommendation of the other two members of the Board, Claude Lavery of Montreal, and Charles Cimon of Quebec City, who were previously appointed on the nomination of the company and union, respectively.

#### Board Reports Received

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and Flin Flon Base Metal Workers' Federal Union No. 172, and seven international craft unions (L.G., Sept., p. 820). The texts of the reports are reproduced here.

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 742 of the International Brotherhood of Electrical Workers (L.G., Sept., p. 820). The text of the report is reproduced here.

3. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (L.G., Sept., p. 820). The text of the report is reproduced here.

4. Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (L.G., Sept., p. 820). The text of the report is reproduced here.

5. The Cumberland Railway Company (Sydney and Louisburg Division) Montreal; and Brotherhood of Railroad Trainmen (L.G., Feb., p. 138). The texts of the reports are reproduced here.

#### **Settlements Reached after Board Procedure**

1. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council.

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 742 of the International Brotherhood of Electrical Workers.

3. North American Elevators Limited and Syndicat catholique et national des débardeurs de Sorel, inc. (L.G., June, p. 527).

#### **Settlement Reached before Board Fully Constituted**

National Harbours Board, Port of Quebec, and Local 529 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 425).

#### **Dispute Lapsed**

Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 821).

#### **Settlements Reached by Mediation after Strike**

1. United Grain Growers Ltd.; Pacific Elevators Limited, Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Aug., p. 736). Employees returned to work on August 16.

2. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., Aug., p. 736). Employees returned to work on August 10.

#### **Settlement Reached during Board Procedure**

TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists (L.G., June, p. 526).

## **Report of Board in Dispute between**

### ***Hudson Bay Mining and Smelting Co., Limited and 8 Unions***

The Board held its meetings in Flin Flon, Man., on August 16, 17, 18 and 19. Joint and separate meetings were held with company representatives and those of the union. Having been unable to bring the parties together so that a collective agreement could be signed, the Board met on August 18 and 19 to consider its report.

When negotiations between the parties first began, the unions raised a large number of matters on which they requested action by the company. Many had been disposed of before the appointment of the Board, with the result that matters before the Board had been reduced to eleven. They are:

1. Union security
2. Increase of wage rates
3. Welfare plans

4. Definition of what constitutes a "vacancy"

5. Adjustment of disputes

6. Definition of work week

7. Reporting in when absent through illness or on workmen's compensation

8. Retroactivity

9. No. 3—Welfare plans—definition of hazardous work

10. Bill C—126, Snow Lake Agreement

11. Tank house bonus for strippers.

The Board heard representations and had discussions concerning the eleven items, and gave special consideration to the four discussed below.

## 1. Union Security

During discussions with the parties, it became clear that the most difficult and, in the minds of the parties, the most important matter at issue was that of union security. Under Article XVII of the recent collective agreement, a voluntary checkoff of union dues, revocable by each employee within 15 days of the signing of a new agreement, has been in force. The unions are asking for the adoption of a modified Rand formula, by a clause to read as follows:

The company during the life of this agreement, shall deduct, as a condition of each employee's continued employment, a sum equal to the union's monthly dues, as established by the bylaws of the union concerned, and remit same to the financial secretary of said union.

The company is unwilling to accept this proposal, its objection being based on the principle that employees should not be compelled to join or support a union, and that the company should not be a party to compulsion for this purpose.

In the opinion of this Board, the unions place so much importance upon obtaining an acceptable union security clause that, unless this issue is resolved, there is no likelihood that a collective agreement can be reached by negotiation. The Board was unable to bring the parties into agreement on this issue.

In the unusual circumstances that have developed at Flin Flon, the Board understands the company's reluctance to modify its position on the matter of principle. Nevertheless, in the light of experience with union security provisions in collective agreements in industry over the last 15 to 20 years, it is our view that their usefulness under responsible union leadership has been proved. We recommend that, as a fair and reasonable provision in this case, the unions' request be accepted, subject to the condition that before voting to ratify or reject any proposed new agreement to settle the present dispute, each member be given a full explanation of the purpose and effect of the clause.

## 2. Wage Increases

A second important issue between the parties is that of wages. Under this heading, the request by Federal Union No. 172 is for a 2-year agreement with a flat 20 cents an hour increase in the first year, beginning April 16, 1965 and a further 15 cents an hour increase commencing April 16, 1966. The request of the craft unions is for a 2-year contract, with a 15 per cent increase in the first year, and a further increase over the rates resulting therefrom of 10 per cent in the second year.

The company is opposed to flat increases across the board. It offered an increase to all affected employees of 6 per cent, with a further increase on the wages resulting therefrom, of 4 per cent from April 16, 1966.

The Board agrees that a percentage increase is in general more equitable than a flat rate increase, but believes that some additional increase to first class tradesmen is justified at this time, over and above any general increase that may be granted.

In our view, increases of 15 per cent and 10 per cent to members of the craft unions would place them on a level substantially above the level now found in competitive mining industry. The company's proposal that was stated to have been accepted by one of the craft unions, would place them on a level closely in line with that prevailing in other companies. However, we consider that for the year commencing April 16, 1966 it would be reasonable for the company's proposed increase to be raised to some extent. We therefore recommend that an increase of 6 per cent be granted, retroactive to April 16, 1965 with a further increase of 5 per cent on the wages resulting therefrom, on April 16, 1966. We further recommend an additional three cents an hour increase from date of ratification of the collective agreement for all craftsmen at the level of first class tradesman or higher.

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During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and the following unions: Flin Flon Base Metal Workers' Federal Union No. 172; International Association of Machinists, Flin Flon, Lodge No. 1848; International Brotherhood of Electrical Workers, Local Union No. 1405; International Brotherhood of Electrical Workers, Local Union No. 1598; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local Union No. 451; United Brotherhood of Carpenters and Joiners of America, Local Union No. 1614; Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 1497; and International Union of Operating Engineers, Local Union No. 828.

The Board was under the chairmanship of Hon. Mr. Justice C. Rhodes Smith of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., Winnipeg, and Harry Waisglass, Toronto, nominees of the company and unions, respectively.

The report of the Chairman and Mr. Waisglass constitutes the report of the Board. A minority report was made by Mr. Monk.

The text of the majority and minority reports are reproduced here.

### 3. Welfare Plans

A third issue to which the unions attach considerable importance is that relating to the existing welfare plans. The provision hitherto in the agreement is Article XIII, which reads:

The company agrees to continue, in accordance with the terms of the present agreements, its support of the welfare plans now available to employees, namely:

- Apprentice plan
- Vacations-with-pay plan
- Group life insurance
- Retirement pension plan
- Non-occupational accident and sickness benefit plan
- Hudson Bay Mining Employees' Health Association
- Hudson Bay Mining Employees' Death Benefit Plan.

In order that the position of a bargaining agent may be clear, the following provisions of the Industrial Relations and Disputes Investigation Act are quoted.

Section 2(1)(d) "Collective Agreement" means an agreement in writing between an employer or an employer's organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on the other hand, containing terms or conditions of employment of employees including provisions with reference to rates of pay and hours of work.

Section 10 (in part): 10. Where a trade union is certified under this Act as a bargaining agent of the employees in a unit (a) the trade union shall immediately replace any other bargaining agent of employees in the unit and shall have exclusive authority to bargain collectively on behalf of employees in the unit and to bind them by a collective agreement until the certification of the trade union in respect of employees in the unit is revoked.

From these provisions, it is clear that a certified bargaining agent has exclusive authority to bargain collectively on behalf of the employees in the unit for which it is certified, and to conclude a binding collective agreement as defined. A collective agreement is defined as one containing terms and conditions of employment. Thus, a certified bargaining agent has exclusive authority to bargain on behalf of employees in respect of matters involving terms and conditions of employment. The welfare plans presently in operation within the company involve terms and conditions of employment, and changes in them are, therefore, subject to bargaining between the company and the bargaining agents of the employees.

The unions have expressed concern that Article XIII does not afford adequate protection to the employees under these plans, particularly since several of them contain provisions that the company may unilaterally change or discontinue the plan, or withdraw

from the plan, or discontinue its contributions thereto. The company proposes that Article XIII be continued as hitherto worded.

We are satisfied that both the company and the unions desire these plans to continue and consider them to be highly beneficial. Having in mind the statutory provisions above referred to, and in order that any doubts may be removed, we recommend that a new Article XIII be substituted for the present one, to read:

The company and the employees agree that they will continue their contributions to and support of the undermentioned welfare plans that are now available to employees, at the level presently subsisting, unless and until a change may be made by agreement between the parties hereto:

- Apprentice plan
- Vacations-with-pay plan
- Group life insurance
- Retirement pension plan
- Non-occupation accident and sickness benefit plan
- Hudson Bay Mining Employees' Health Association
- Hudson Bay Mining Employees' Death Benefit Plan.

### 4. Definition of "Vacancy"

A fourth issue to which the unions attach considerable importance is number 4 in the list of 11 items given early in this report: the definition of what constitutes a "vacancy." The problem here has to do with the bulletining or not bulletining of a position that has become available. The real issue is that for certain employees a good deal of money may be at stake. A miner working at a good face may be able to earn quite large amounts of bonus money. If he is moved to a poorer working spot, his bonus earning may be greatly reduced. Again, if a junior miner is sent to a good spot, without another miner who has greater seniority being given a chance to apply for the job, the senior miner feels aggrieved. On the other hand the company must have the general right to allocate its work force. From the information given to us no perfect solution is possible, but it may be feasible to reduce considerably the causes and cases of complaint.

We recommend that the company and the union study and discuss together the various aspects of this problem with a view to ensuring that, as far as possible, opportunities for employment and bonus earnings will be equitably apportioned.

### Other Seven Items

By reason of the complexities in the situations found to exist, it would be difficult for us to reach conclusions readily at this time concerning the other seven matters at issue.

In our view, if the major items discussed above are settled satisfactorily, the remaining issues can be resolved without much difficulty, and will be resolved best by direct negotiations between the parties.

Dated at Winnipeg this 21st day of August, 1965.

(Sgd.) Harry J. Waisglass,  
*Member.*

(Sgd.) C. Rhodes Smith,  
*Chairman.*

### MINORITY REPORT

Subject to my comments in relation to the union security and increase of wage rates hereinafter set forth, I agree with the foregoing report of Mr. Justice Rhodes C. Smith and Mr. Harry Waisglass.

#### 1. Union Security

Both parties regard this issue as of the utmost importance in these negotiations. The evidence before the Board indicated that up to the present time, union members have had a check-off of dues that was revocable by the member if membership in the union was not accepted, or at any time within 15 days of signing of a new collective agreement, or from the renewal of an existing agreement. It appeared from the evidence that during the term of the last collective agreement, the dues of members of Union 172 were raised from \$2.50 to \$3.50. The company has approximately 2,600 employees. More than 1,600 are in the bargaining unit that has Union 172 as its agents. Another 500 employees are members of trade or craft unions, and approximately 500 employees are not in any bargaining unit.

After the dues were raised, the Local Union 172 was able to obtain a deferment allowing it to temporarily collect dues of \$3. The deferment has expired. During the period of the deferment, the union was able to obtain from approximately 75 per cent of its members authority to deduct dues at the rate of \$3 a month. The union has not yet attempted to obtain authority for deduction of the full dues from its members, and it was indicated to the Board that it was

expected that there would be difficulty in obtaining this authority.

The company's objections to the union request for security in the form set forth in the union's brief was based on two grounds: firstly, the company thought that an employee should not, as a condition of employment, be compelled to join a union or pay its dues; and secondly, in requesting the Rand formula with dues at \$3.50 to be deducted as aforesaid, the union was requesting the company to take a part in obtaining from the employees dues of \$3.50 before the Local Union 172 had obtained the consent of the local members.

It is my view that Union 172 should demonstrate that it can raise its dues to \$3.50 and maintain as members a substantial proportion of the employees in the unit for which it is certified, before union security in the form of the Rand formula is granted by the company.

I would, therefore, recommend:

(a) That affected employees be immediately notified by the Local Union No. 172 publicly of the new amount of its union dues.

(b) That each member of the said union have the privilege of revoking his check-off authority within 15 days of such notification.

(c) That the check-off in the form presently in effect be continued for the balance of the agreement.

#### 2. Wage Increases

In my view, an increase of 5 per cent in the second year of the contract would raise the level of wages paid by the company above those paid in comparable plants in the industry. I would, therefore, recommend that an increase of 6 per cent retroactively to April 16, 1965 with a further increase of 4 per cent on the wages resulting, therefrom, on April 16, 1966. I would further recommend an additional three cents an hour increase from the date of ratification of the collective agreement for all tradesmen who are currently receiving a rate of \$2.71 or higher.

Dated at Winnipeg, the 23rd day of August, A.D. 1965.

(Sgd.) Henry B. Monk,  
*Member Nominee.*

# Report of Board in Dispute between

*Atomic Energy of Canada Limited*

and

*International Brotherhood of Electrical Workers*

A Board of Conciliation met with the parties in Ottawa, Ontario, on August 19, 1965.

B. Cochrane and W. S. Roach presented the claims of the Union, accompanied by four other members of a negotiating committee.

The company was represented by six officials. Clifford Adams, Q.C., acted as counsel, and was assisted in active negotiation by Dr. G. O. Baines and K. K. Watson.

The matters remaining in dispute were:

Duration of agreement

Wages

Overtime

Sick Leave

Vacation

Rand Formula

Classification

All items to be retroactive

The local representing these employees had until this year been represented by the Allied Council. This was the first period to be covered by their own agreement with the company.

The settlement reached with the Allied Council naturally influenced this group. In fact, only two items remained contentious. One was a request for the reclassification of electricians and the other the Rand Formula. In view of the lack of success in obtaining a change in union security with the Allied Council, this request was soon recognized as unobtainable. Reclassification, however, remained adamant to any proposal in this area, claiming that the change in provisions in the Allied Council agreement as to classifications permitted the problem to go to arbitration.

The end result developed this pattern for total settlement:

The wage increases were patterned after those in the Allied Council agreement but are here shown in the actual hourly wages that will prevail.

"The parties hereto agree to accept and recommend to their membership a collective agreement to expire March 31, 1967, based upon the following:

During August, the Minister of Labour received the reports of the Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and Local 742 of the International Brotherhood of Electrical Workers.

The Board was under the chairmanship of J. A. Hanrahan of Windsor. He was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

1. The relevant provisions of the collective agreement between the company and the Atomic Energy Allied Council which were in effect prior to this date will be incorporated as well as items settled prior to August 19, 1965.

2. The wage rates will be as follows:

	From April 1, 1965	From Dec. 1, 1965	From Aug. 1, 1966
Instrument			
mechanic .....	2.87	2.97	3.07
Electrician .....	2.81	2.91	3.01
Instrument me-			
chanic (2nd c) ..	2.76	2.86	2.96
Electrician (2nd c)	2.68	2.76	2.84
Instrument			
wireman (1) .....	2.38	2.45	2.52
Instrument			
wireman (2) .....	2.27	2.34	2.41
Helper (1) .....	2.06	2.11	2.16
Helper (2) .....	2.01	2.05	2.09

The amount to be paid from April 1, 1965 is applicable to those on the payroll on date of signing, and is to be paid for straight hours worked.

3. Items 4 to 10 on the attached type-written sheets represent amendments to the former collective agreement which are to be incorporated.

4. It is understood that the union in complying with the chairman's recommendation to withdraw their request for re-evaluation of the job of electrician is doing so with the intention of pursuing their objective by means of the grievance procedure leading to arbitration."

Items 4 to 10 referred to are as contained in the Allied Council memorandum of agreement and need not be repeated in this report.

The chairman is authorized by his fellow members to state that the foregoing would be their unanimous recommendation for settlement.

Dated at Windsor, Ontario, this 26th of August, 1965.

(Sgd.) J. A. Hanrahan,  
Chairman.

# Report of Board in Dispute between

## Atomic Energy of Canada Limited and Atomic Energy Allied Council

A Board of Conciliation met with the parties in Ottawa, on August 17, 18 and 19, 1965.

At the meeting the council was represented by 29 officials of the 10 unions involved. Alex Reith of the International Association of Machinists presented the brief, and together with A. E. Dawson, President of the Council, and W. England of the Canadian Labour Congress, acted as a negotiating subcommittee throughout the proceedings.

Clifford Adams, Q.C., presented the company's position on the matters in dispute. The company representatives numbered six. Dr. G. O. Baines and K. K. Watson were the active negotiators with the Board.

The matters referred to the Board as remaining in dispute were:

- 1. Medical Plans
- 2. Welfare Plans
- 3. Vacations
- 4. Work Week
- 5. Overtime
- 6. Wages
- 7. Classification upgradings
- 8. Sunday premiums
- 9. Job write-ups
- 10. Union security.

The Board received noteworthy cooperation from those acting for the parties. The chairman wishes to acknowledge gratefully the substantial contributions made to the final result by his fellow members.

The first day's hearing ended at 10.00 p.m., the second day's at 11.15 p.m. We commenced the third day at 8.30 a.m. and concluded at noon.

In the effort to develop a package pattern that would resolve all matters in dispute, most difficulty was encountered in dealing with wages, vacations and union security. The last item remained a contentious issue until the end. The union sought the Rand Formula. The Board's ultimate compromise was to secure deletion of the present escape clause.

Because of the result finally obtained, it is unnecessary to detail the various steps taken by the Board. In the area of wages the

parties had ended the conciliation officer stage with 1 cent per hour separating them. The company had offered 12 cents for the first year, with 11 cents for the second year. The conciliation officer recommended 12 and 12. This pattern was later submitted to the membership, and it was stated the negotiating committee members were criticized for considering settlement on that basis.

The Board decided on a new approach, with the increases arranged in three steps. This opened with the council asking for a thirty cent increase for the top group, in three 10-cent advances at eight-month intervals. The company resisted this as a quite unsupportable demand. Most of the two days was occupied in attempting to close this gap, not only concerning rates for those in the top group but in the four lower groups as well.

The final pattern acceptable to both parties in the total settlement, evolved as follows:

"The parties hereto agree to accept and to recommend ratification by their principals of the following in settlement of all matters in dispute:

(1) To renew their former collective agreement for a period expiring March 31, 1967, with only the following changes:

(2) To include all matters settled by the parties prior to the hearing before the conciliation board.

(3) Wages:

	From April 1, 1965	From Dec. 1, 1965	From Aug. 1, 1966
Groups	Cents	Cents	Cents
1-4 .....	10	10	10
5-8 .....	8	8	8
9-12 .....	7	7	7
13-15 .....	6	5	5
16-17 .....	5	4	4
and under			

The amount to be paid from April 1, 1965 is applicable to those on the payroll on the date of signing and is to be paid on straight hours worked.

During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council.

The Board was under the chairmanship of J. A. Hanrahan of Windsor. He was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa and Murray Tate of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

(4) *Medical-Surgical Plan:*

The company is to forthwith review this plan with a comprehensive group from all its Ontario operations with a view to having existing benefits expanded.

(5) *Vacations:*

To be added: 4 weeks after twenty years of completed service and vacation pay based on 8 per cent of earnings.

(6) *Pension Plan:*

This plan is coordinated as follows:

(1) Up to the minimum of the Canada Pension Plan the company will deduct 5 per cent of earnings from each employer and match this contribution;

(2) From the minimum to the maximum (now \$5,000) of the Canada Pension Plan, the company will deduct and match 6 per cent of earnings of which 4.2 per cent will go to the company's plan and 1.8 per cent to the C.P.P.

(3) On earnings in excess of the maximum of the C.P.P. the company will continue to deduct and match 5 per cent of each employee's earnings.

(4) All employees who are on strength at the date of signing this agreement and who are 55 years of age and over may contribute up to a further 0.8 per cent of earnings as in 6(2) above to the company pension plan which will be matched by the company.

(5) Employees of 54, 53, 52, 51 or 50 years of age at the date of signing may contribute up to a further 0.6 per cent, 0.4 per cent, 0.2 per cent of earnings respectively—54-53 years (.6 per cent), 52-51 years (.4 per cent), 50 years (.2 per cent) as in Paragraph (2) above.

Section 23.02 is to be revised as follows:

23.01 The wage rates which shall be paid during this agreement for each group and classification are set out in Appendix (B)

23.02(a) It is agreed that there shall be no changes in the rates paid for each group and for each classification as set out in Appendix (b), except as provided hereafter for new or changed classifications. The grouping of new and changed classifications will

be determined by the application of the job evaluation plan which forms the basis of the grouping of existing classifications.

*New Classifications:*

The company will advise the council as to where it intends to group any new classification which may develop, and will carefully consider any alternative proposal which the council may wish to make.

*Changed Classifications:*

No classification shall be downgraded during the life of the agreement. In the event of an apparent increase in the content of any existing classification the council may present a case for upgrading. The company will give any such proposal its careful consideration.

(b) In the event that the council does not accept the company decision regarding the grouping for a new or changed classification, the matter shall be a subject for the grievance procedures, and if necessary for arbitration.

The above procedure as outlined in 23.02(b) may also be applied to the consideration of any classification for which the council can show that the grouping is demonstrably in error.

*Section 2.04:*

15 cents to be increased to 25 cents.

(8) It is understood the increase on night shift premiums are to be retroactive to April 1, 1965, applicable to work performed on regularly scheduled shifts.

The same applies to the ten cent premium for regularly scheduled Sunday shifts.

*Section 15.02:*

After 21 days illness three-day waiting period is to be paid for."

The chairman is authorized by his fellow-members to state the foregoing plan represents their unanimous recommendation for settlement.

Dated at Windsor, Ontario, this 24th day of August, 1965.

(Sgd.) J. A. Hanrahan,  
Chairman.

# Report of Board in Dispute between

*Eldorado Mining and Refining Limited  
and*

*International Union of Mine, Mill and Smelter Workers (Canada)*

The board members met with the parties at Eldorado, Sask., on August 5, 6 and 7. The proceedings included hearing the representations on behalf of the parties, and a sequence of meetings with the parties, jointly and separately, in an effort to conciliate the difference that appeared to exist. This effort was unsuccessful. Accordingly, pursuant to the requirements of the Industrial Relations and Disputes Investigation Act, it is necessary that the Board make recommendations as to a fair and equitable basis for settlement of the dispute.

## Matters in Dispute

The term of the collective agreement governing relations between the parties expired March 31, 1965. Of the bargaining proposals first put forward by the union to the company when negotiations commenced, a number had been dealt with and settled between the parties before negotiations reached the stage where the Conciliation Board was required to act. On August 5, at the opening of the Board's proceedings, the following items were agreed upon by the parties before the Board as being those still in dispute and in respect of which the Board's services were required.

### *Term of Agreement*

The agreement that had expired March 31, 1965 was for a three-year term. The union proposed that the new agreement be for a two-year term.

### *Wages*

The union sought wage increases of 6 per cent in the first year of a new agreement and 5 per cent in the second year.

### *Adjustment of Rates for Certain Classifications*

Prior to the appointment of the Board, the parties had agreed upon certain wage adjustments in a number of classifications. Other adjustments had not been resolved. Those that had been agreed upon were:

Underground crusherman—increase of 6 cents an hour.

Mine dryman—increase of 7 cents an hour.

Tool crib attendant—increase of 17 cents an hour.

Chief operator (mill)—increase of 3 cents an hour.

Underground tradesman (premium rate) increase from 5 cents to 12 cents an hour.

Underground hoistman—premium rate of 5 cents an hour.

The Board believes the above is a complete list of the agreed adjustments. If it is not, both parties appeared to be sufficiently in accord on the matter to correct it.

Adjustments still in dispute before the Board:

(a) The union proposed that the hourly rate for tradesman leader be increased from \$3.19 an hour to \$3.29 an hour, and a new rate of \$3.09 be established for all tradesmen holding journeyman qualifications.

(b) Related to these proposed changes was a further proposal that Power Plant Operator I be considered on the same footing as a tradesman holding journeyman qualifications and the rate be increased from the current \$2.89 an hour to \$3.09 an hour.

(c) Also it was proposed that the classification of Steam Engineer 2nd Class, presently paid \$3.19 an hour (the same rate as tradesman leader), be increased to \$3.29 an hour, the new rate proposed for tradesman leader.

The proposal further contemplated that any general wage increase obtained on a percentage basis would be applied to the rates for the classifications noted above after these upward adjustments had been made.

### *Miners Incentive Bonus*

The union sought the establishment of a miners' contract committee with authority to negotiate incentive bonus prices or, alternatively, an increase in the basic wage rates of miners to \$2.75 in the first year of the new contract, and \$3 in the second year, with the establishment of a contract committee of a less authoritative nature.

### *Work Week and Overtime*

The terms of certain provisions of a new collective agreement covering hours of work and overtime had been agreed upon between the parties and, as the Board was advised, reduced to written form. However, there were additional features that remained in dispute. These were:

(a) A proposal that a premium of 20 cents an hour be paid for all time worked between mid-

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During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada).

The Board was under the chairmanship of A. S. Dewar, Q.C., of Winnipeg. He was appointed by the Minister in the absence of a joint recommendation from the two other members of the Board, Alex Harris of Toronto, and Leo Nimsick, M.L.A., of Kimberly, B.C., nominees of the company and union, respectively.

night on Friday and midnight on Sunday in each week.

(b) A proposal that all overtime after 12 hours of work be paid for at the rate of double time.

(c) The union also proposed that the lunch period for regular day shift employees be reduced from the present one hour to one-half hour, and the quitting time for the regular day shift be advanced one-half hour.

#### *Shift Differential*

The union proposed that the present shift differentials of 6 cents (4 p.m. to midnight); 7 cents (7 p.m. to 3 a.m.) and 9 cents (midnight to 8 a.m.) be increased to a uniform 10 cents. In this connection the Board was advised that the 7 p.m. to 3 a.m. shift is no longer worked, and consideration of a differential for it is unnecessary.

#### *Living Allowance*

In the expired agreement, the company pays what is described (somewhat inaptly) as a "cost-of-living bonus" of \$8 a month to employees who live in Uranium City. All employees do not live there. A large number live in accommodation on the company property approximately six miles from Uranium City. These latter employees receive benefits of subsidized living accommodation or board, or both, and apparently the bonus paid to employees living in Uranium City is an effort to equate the benefits. The union proposal was that the "cost-of-living bonus" be increased from \$8 a month to \$20 a month.

#### *Severance Pay*

The union proposal here was that in the event of a complete closure of the mine and mill at Eldorado, Sask., and the resulting dislocation of the employees, the company should undertake to provide severance pay to those employed at the time of closure on the basis of \$10 a month of service, with a maximum payment of \$1,000.

This matter of severance pay is linked to the current lack of markets for the company's product, and the fear of the employees that the operation at Eldorado, Sask., might be closed down. So far as the Board could determine, there is no intention on the part of the company at the present time to cease operations. It is engaged in a program of production that extends at least until 1970, according to assurances conveyed to employees in a letter from the mine manager on June 8, 1965.

As already noted, the foregoing eight items constitute the particulars of this dispute. In addition to the points of agreement that had been reached by the company and the union during negotiations, as noted in the above enumeration, certain improvements had been agreed upon in the insurance and welfare plan that applies to the bargaining unit (as it does to all employees of the company) but

is not covered by the terms of a collective agreement. This present plan is a contributory one, including hospitalization, sickness and disability insurance, life insurance, and pensions. From the details furnished the Board, it appears that the benefits are unusually comprehensive. The cost of the changes agreed upon was estimated for the Board by the company at approximately 3 cents an hour, split equally between the company and the employees.

#### *The Company's Position*

The matters in dispute have been enumerated by setting them out above with reference to the proposals made by the union before the Board. During negotiations between the parties prior to the Board's proceedings, the company had made a certain package offer to the union in respect of these matters. This package was withdrawn by the company before the Board. At the same time, however, the company did indicate its desire to negotiate further with a view to reconciling differences between the parties. For the purpose of indicating what would appear to be the area of difference, it is necessary to set forth the features of this package.

#### *Term of Agreement*

The company's position was that any new agreement should be for three years from the date of execution.

#### *Wages*

Six cents an hour for all classifications in the first year of a new contract, 5 cents an hour in the second year, and 5 cents an hour in the third year.

#### *Adjustment of Rates for Certain Classifications*

The company was prepared to grant the increased rate for tradesman leaders and to have established a new rate for tradesmen with journeyman qualifications. However, it was not prepared to go to the \$3.29 and \$3.09, respectively, requested by the union, but preferred rates of \$3.24 and \$3.04. It also took the position there was no reason for increasing the rates for Power Plant Operator I and Steam Engineer 2nd Class.

#### *Miners Incentive Bonus*

On February 18, 1959 the company had written a letter to the union in the following terms:

In accordance with recent verbal discussions concerning underground contracts at our operation, I would like to state that certain procedures are in effect whereby a man on underground contract work may discuss with his supervisors and/or the company's contract department, questions concerning calculations of monthly bonus. In the week following the date of distribution of contract statements, the company will set aside one afternoon when two men appointed by the union, two company representatives and one member of the crew con-

cerned may, if desired by the union, meet to discuss questions concerning contract calculations that were not resolved and settled by the procedure now in effect.

The company was not prepared to go further than to continue the arrangement outlined in the letter.

#### *Work Week and Overtime*

(a) Premium for Saturday and Sunday. The company's position was that it would consider the payment of a bonus for time worked on Saturday and Sunday for each week, but was not prepared to pay a 25-cent hourly premium. Included as part of the package the company had suggested to the union in earlier negotiations, was a premium of 15 cents an hour for these days.

(b) Overtime. The company position was that all overtime be paid for as at present at the rate of time and one-half.

(c) Lunch period. The company position was that the lunch period remain as at present for regular day shift employees.

#### *Shift Differential*

An increase of one cent in the present shift differentials.

#### *Living Allowance*

An increase in the present payment of \$8 a month to all employees living in Uranium City to \$12 a month.

#### *Severance Pay*

This was a matter that the company considered was of no importance at the present time in view of the "stretch out" program on which it is now engaged. It preferred to indicate its willingness to consider provision for severance pay in the event of a shut-down by a collateral letter, indicating the basis for such consideration would be one week's pay for each year of service up to a maximum of \$500.

#### **Proceedings**

After hearing the submissions of the parties at length, and reviewing these submissions with them separately, the Board, in a series of meetings with each party, attempted to close the gap that existed. As a result that gap was considerably narrowed, and the efforts, although unsuccessful in producing agreement, were of great assistance to the Board in arriving at a basis on which it is considered recommendations can be made as to a fair and equitable adjustment of the dispute that both parties should find acceptable.

### **RECOMMENDATIONS**

#### *Term of Agreement*

A new agreement to be effective September 1, 1965.

#### *Wages*

(a) An increase of 8 cents an hour effective September 1, 1965.

(b) A further increase of 8 cents an hour effective September 1, 1966.

(c) A further increase of 7 cents an hour effective September 1, 1967.

(d) Provision for a lump sum settlement of \$60 in lieu of retroactive pay for the period April 1, 1965 to the effective date of a new agreement. This sum to be pro-rated to the nearest half-month for employees hired after March 31, 1965, and payable only to employees still employed on the effective date of a new agreement.

#### *Adjustment of Rates for Certain Classifications*

Adjusted rates for those classifications still in dispute to be as follows:

Tradesman leader—\$3.25 an hour.

Tradesman with journeyman qualifications—\$3.05 an hour.

Steam Engineer, 2nd Class—\$3.25 an hour.

Power Plant Operator I—\$2.91 an hour.

The general wage increase recommended in item 2 above shall be applied to these adjusted rates.

#### *Miners Incentive Bonus*

A new agreement to contain a provision as follows:

Any dispute regarding the application of incentive rates or standards as posted may be referred by the employee concerned to his shift boss. Failing satisfactory agreement, the employee, accompanied by two other mine department employees designated by the union, if he so desires, may take the matter up with the mine superintendent. Any such decision shall not be subject to the grievance procedure.

#### *Work Week and Overtime*

(a) A weekend premium or differential of 15 cents an hour to be paid for each standard hour of work (i.e. not overtime hours) between midnight on Friday and midnight on Sunday in each week. This to apply only to employees regularly scheduled to work shifts between midnight on Friday and midnight on Sunday in each week.

(b) No provision for double-time rates for overtime after 12 hours.

(c) No change in provision re lunch period.

#### *Shift Differential*

A shift differential of 9 cents an hour to be paid in respect of time worked on shifts commencing at 4 p.m. and midnight.

#### *Cost-of-Living Bonus*

Effective September 1, 1965 an allowance, to be termed "local allowance", of \$16 a month to residents in Uranium City, be paid to all employees residing there. In addition, in lieu of retroactivity, a lump sum settlement of \$40 to be paid in respect of this item to employees residing in Uranium City on the effective date of the new agreement. This payment to be pro-rated to the nearest half month for employees who have taken up residence in Uranium City since March 31, 1965.

### *Severance Pay*

Provision to be made for severance pay either in the new agreement or by a collateral letter addressed by the company to the union in the following terms:

In the event of a complete shutdown of the company's operations at Eldorado, Sask., the company will pay to each employee affected, and who at that time has continuous service of not less than six months, a severance allowance of one week's pay at basic wage rates for each year of service up to a maximum of \$500, which maximum may become the subject of discussion between the company and the union in future negotiations or in the event of a shutdown, whichever occurs first.

It is clear from the information provided to the Board that the present arrangement, projected as it is until at least 1970, whereby the Government purchases and stock piles a considerable quantity of the product at Eldorado, is an arrangement directed, at least in part, toward ensuring the employment of the employees during a period when other markets for the product are almost non-existent. The stock-piling price is a minimum price and not likely to result in a profit. The wage rates paid at the present time at Eldorado compare very favourably with rates paid in other mining locations in Canada, and in most cases are higher. It is possible, in a very limited number of classifications, to find higher rates paid elsewhere, but these are very few in number and do not affect the over-all picture that Eldorado rates are, generally speaking, highest in the industry.

The fringe benefits enjoyed by employees in the bargaining unit can only be described as excellent. In the Board's view, the recommendations contained above re wages, cost of living and differentials, together with the items of classification adjustment and insurance and welfare plan improvements already agreed upon between the parties, satisfactorily provide for any increase in living costs and maintain the position of Eldorado employees with respect to other mining industry employees in Canada. There is always great difficulty in projecting wage increases over a period of three years that will assure a satisfactory relationship between cost of living and wages.

The result of the Board's meetings with the parties at Eldorado indicates that the above recommendations very closely approximate the final positions taken by the parties. Each of them should be able, without hardship, to modify their respective positions to the extent of finding the above recommendations acceptable.

Dated at Winnipeg, Man., the 23rd day of August, 1965.

(Sgd.) A. S. Dewar,  
*Chairman.*

(Sgd.) Leo Nimsick,  
*Union Nominee,*

(Sgd.) Alex Harris,  
*Company Nominee.*

## Report of Board in Dispute between

*The Cumberland Railway Company (Sydney and Louisburg Division)*  
*and*  
*Brotherhood of Railroad Trainmen*

This Conciliation Board was appointed pursuant to the provisions of the Industrial Relations and Disputes Investigation Act (Canada) to conciliate a labour dispute arising out of negotiations for a new collective agreement between the Cumberland Railway Company (the employer) and the members of Lodge No. 684 of the Brotherhood of Railroad Trainmen (the Brotherhood).

The employer is a wholly owned subsidiary company of The Dominion Coal

Company Limited (the coal company). The coal company owns all the fixed assets used by the employer except the rolling stock. The rolling stock is owned by The Dominion Rolling Stock Company Limited, another wholly owned subsidiary company of the coal company.

The employer operates a 39-mile railway line between Sydney and Louisburg, with a seven mile subdivision line to New Waterford and several short branch lines to the col-

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During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between The Cumberland Railway Company (Sydney and Louisburg Division) and Lodge 684 of the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge A. H. McKinnon of Antigonish, N.S. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. W. E. Mingo of Halifax, and J. L. Dubinsky, Q.C., of Glace Bay, nominees of the company and union, respectively.

The report of the chairman and Mr. Mingo, constitutes the report of the Board. A minority report was made by Mr. Dubinsky.

The texts of the majority and minority reports are reproduced here.

lieries, piers and other plant of the coal company. At Sydney this line has connections with the Canadian National Railways. The rolling stock consists of 15 diesel locomotives, 1,175 fifty-ton coal carrying hopper cars and approximately 50 other miscellaneous cars.

The handling of coal produced by, and the servicing of, the collieries of the coal company constitute 95 per cent of the work performed by the employer. The balance of its traffic is general freight, a large proportion consisting of materials for the coal company. A freight service between Glace Bay and Louisburg, on the basis of a minimum of one round trip per week, is also operated. These facts are significant in that they indicate the extent to which the employer's rail operations are part and parcel of the coal operations carried on by the coal company.

The employer has 311 employees, exclusive of administrative personnel and watchmen. These 311 employees are divided into five separate bargaining units, and each unit is represented by a different union. These unions and the number of employees which each represents are:

Lodge 684, Brotherhood of Railway Trainmen—98 employees.

Lodge 717, Brotherhood of Locomotive Firemen and Enginemen—88 employees.

Lodge 684, International Association of Machinists—47 employees.

Division 101, Order of Railroad Telegraphers—26 employees.

District 26, United Mine Workers of America—52 employees.

The coal company has over 6,500 employees organized into nine separate bargaining units by three different trade unions. The great majority of these employees—over 5,000—are also represented by District 26 of the United Mine Workers.

The 98 "trainmen" of the employer represented by the Brotherhood of Railroad Trainmen include the following classifications: yardmasters, conductors, brakemen, baggage-men and switch tenders.

Trainmen are paid on an hourly basis at yard rates for both yard and road service—yard rates being the highest rate paid for any class of train service on Canadian railways. Since 1957, the trainmen have enjoyed the 40-hour week in yard service. They are paid at the rate of time and one-half should they work a sixth or seventh tour of duty, and are paid at the rate of time and one-half for all work in excess of eight hours performed on any single tour of duty. They receive annual vacations calculated on years of service, ranging from one week to four weeks, and are paid vacation pay of two, four, six or eight per cent of the gross wages received during the preceding calendar year. They also receive seven statutory holidays with pay.

Lodge No. 684 of the Brotherhood of Railway Trainmen has been the bargaining agent for the employer's trainmen since 1901. For many years—from 1919 to 1953—under the terms of "a standby arrangement" between the employer and the five unions representing its employees, the rates of pay of these employees were the same as those of the employees of the Canadian National Railways in the Atlantic Region; new rates being implemented whenever such new rates were agreed to by the major Canadian railroads and the unions negotiating with them.

In 1954 the Brotherhood of Railway Trainmen set aside this "stand-by arrangement" and commenced exercising its right to negotiate wages and fringe benefits directly with the employer. While this practice has since been followed, in all cases negotiations between the employer and the Brotherhood were not completed until after the completion of negotiations between the major roads and the unions representing their employees.

The expiration date of the last collective agreement between the employer and the Brotherhood was December 31, 1963.

On December 16, 1963, the Brotherhood served notice on the employer of its desire to negotiate a new collective agreement.

On April 16, 1964, the Brotherhood submitted the following proposals for this agreement:

1. Increase all wage rates by 12 per cent effective January 1, 1964.

2. Health and welfare indemnity increased to \$60 a week and insurance \$5,000 with company to assume 100 per cent premium costs.

3. Trainmen to be paid a shift differential, 4 p.m. to 12 p.m. 10 cents an hour; 12 mid-night to 8 a.m. 15 cents an hour.

4. Pension plan as per CNR.

5. One additional holiday—Remembrance Day.

6. Trainmen required to write train orders during their tour of duty to be paid an additional two hours at *pro rata* rate.

7. Conductor to be paid one hour for checking sidings and yards when requested to do so at yardmaster's rates.

8. Conductor on all change-off crews.

9. Four weeks vacation pay after 20 years of service, three weeks after 13 years.

10. All crews to consist of one conductor and two brakemen except, when no firemen, all crews to have one conductor and three brakemen.

11. Time and one-half for working on holidays.

12. Call boy for trainmen.

13. Company to assume responsibility for telephone calls to trainmen in Louisburg and New Waterford.

14. Vacation pay to continue on percentage basis with a day's pay for a day's vacation to be the minimum.

However, on February 19, 1964, the Brotherhood negotiated with one of the major roads, for a new collective agreement commencing January 1, 1964, terminating December 31, 1965, and providing an "across

the board" wage increase of 5 per cent in full settlement of all issues raised during the negotiations. These issues apparently included health and welfare, shift differentials, statutory holidays, vacations, and premium time for work on statutory holidays.

Meetings between representatives of the employer and the Brotherhood commenced in April 1964, to consider the Brotherhood's proposals for the new agreement, but, except perhaps on the issue of wages, little progress appears to have been made.

On October 9, 1964, the Brotherhood requested the Minister of Labour to appoint a Conciliation Board under the provisions of the Industrial Relations and Disputes Investigation Act (Canada) and by December 21, 1964, this Board was constituted, consisting of His Honour Judge A. H. MacKinnon as chairman; J. L. Dubinsky, Q.C., as the nominee of the Brotherhood; and J. W. E. Mingo as the nominee of the employer.

Meeting between the Board and representatives of the employer and the union were held at Sydney on April 22, April 23, May 17 and August 20. Written briefs were submitted, and oral presentations made on behalf of each of the parties, and extensive consultation took place, collectively and severally, between representatives of the parties and the Board, at the conclusion of which the following facts and impressions emerged:

(1) The Board was not going to be able to secure agreement from the parties on the terms of a new collective agreement and would, therefore, have to file a report.

(2) Wages, the subject of the first of the Brotherhood's 14 proposals for the new collective agreement, were not really the issue. For, as the Brotherhood pointed out in its brief, "in view of the historic pattern linking wage rates on the Sydney and Louisburg (the employer) with those on adjacent lines of the Canadian National", the 5 per cent "across the board" wage increase that was being offered by the employer, and which had been agreed to by the Brotherhood in its contracts with the major roads, was satisfactory "provided we can achieve an equitable settlement on the other items in dispute; and this means, in particular, the full Canadian National Railways Pension Plan". Implicit in this statement was the further proviso that the term of the contract under negotiation coincide with the current term of the contracts of the major roads—i.e. a two-year term commencing January 1, 1964.

(3) Of the remaining proposals, the fourth, which called for the implementation of the Canadian National Railways Pension Plan, was treated by both parties as unquestionably the principal issue between them. Indeed, while none of the other 12 proposals was technically abandoned by the Brotherhood, all were strongly resisted by the employer, and in a variety of ways the Board, rightly or wrongly, gained the impression that, subject to two conditions to be mentioned, agreement on the pension issue, if it were possible, would bring agreement on all issued—particularly as such agreement would expire in four months time (December 31, 1965) and, on that occasion, afford the Brotherhood an

opportunity to negotiate the implementation of the other proposals.

The two conditions referred to are: (1.) that the procedure prescribed by Article 22 of the agreement that expired December 31, 1963, be clarified; and (2.) that the Board take no action on the request of the employer, filed with the Board under date of July 13, 1965, for "clarification" of the employer's "right" under the terms of the expired agreement to operate multiple diesel units, connected together so as to have a single control point, without having to have complete crews stand by for each of the units.

The first of these conditions is easily fulfilled, and attached to this decision, as Appendix A, is a suggested revision of Article 22 which, on the basis of its discussions with each of the parties, the Board hopes will prove satisfactory to both.

The second of these conditions requires further explanation. The employer's diesel units are not the largest that can be purchased, and they haul more empty cars than they can loaded cars. However, since last November they have been equipped with mechanism permitting two units to be connected together in such a way that they may be operated from the cab of one of them as a single engine having approximately twice the capacity of each—a capacity which is also possessed by single units of greater horsepower which the employer might purchase.

When two of its present units are so connected, the employer has, it contended, only one engine within the meaning of the operating rules prescribed for Canadian railroads and hence it neither needs, nor is required by any provision of the collective agreement that expired on December 31, 1963, to have full crews standing by for each of the units.

To this contention the Brotherhood's response was threefold:

(a) They feared that the extensive use of multiple units would enable the employer to make a very substantial reduction—perhaps by as much as fifty per cent—in the number of trainmen in its employ and that, therefore, it constituted a serious threat to their job security.

(b) They insisted that the use of such units, without full crews standing by for each, contravened Article 15 of the agreement that expired on December 31, 1965; the relevant part of the text of which is: "Double-heading may be run, and engines separated as bridges require; full crews to be used."

(c) Finally, they objected to the Board considering the issue at all because (1) it was not raised by the employer until July 13, 1965; (2) they did not want the Board making recommendations on the issue until they first had the opportunity to prepare and make a careful submission of their own views; and (3) in this month of August, 1965, they did not want the Board's report held up further while they went about preparing and making such a submission.

In the employer's view, "double-heading" referred only to the situation, prevalent in the days of steam engines, where two units were connected together to create additional hauling capacity, but continued to be operated from separate control points, each from its own cab.

This issue was further complicated by three developments:

(1) discipline action taken by the employer against those members of the Brotherhood who refused to work a multiple unit team the last (and third) time the employer sought to operate one; (2) a complaint filed by the Brotherhood with the Minister of Labour charging the employer with a violation of Article 22 of the expired agreement, and hence with a violation of Section 15 (b) of the Industrial Relations and Disputes Investigation Act (Canada), in attempting to operate multiple units without having full crews standing by for each; and (3) an outbreak of "sickness" among members of the Brotherhood—so extensive as to cause a complete shutdown of all the employer's rail operations and a partial shutdown of the coal company's coal operations—on August 17, 1965, when they first learned that the employer had submitted the "multiple unit" issue to the board.

At its meeting in Sydney on August 20, 1965, the Board was—and still is—of the opinion that, to the extent that the multiple unit issue was a question of construing correctly the language of the expired agreement, it was properly a matter for an arbitration Board convened under the grievance procedure provisions of that agreement, and, to the extent that it was a matter to be resolved by new language in a new agreement, it should not be dealt with by this Board because the Brotherhood had not received an adequate opportunity to be heard on the issue, the Board's report should not be further delayed until such an opportunity could be afforded, and the issue could more conveniently be dealt with in four months time when the agreement under negotiation, if agreed to in the interim, would expire.

Quite apart from the merits of the issue, the Board sensed a deep concern on the part of the Brotherhood about the effect implementation of the employer's view would have on the future size of the work force and that more preparation of the work force for this step was desirable before it was taken.

Accordingly, at the conclusion of its meetings with the parties on August 20, the chairman of the Board furnished the Brotherhood with a letter to the effect that it was the intention of the Board to forward its report to the Minister of Labour on August 25, 1965, and that the report would contain no recommendation on the multiple unit issue. Possibly this letter had something to do with the prompt disappearance of the malady that had incapacitated the men for the preceding 96 hours. At all events, on Monday, August 22, the press carried a report that, following

a meeting of the Brotherhood the previous evening, all crews reported for work and rail and coal operations were resumed.

This issue has been reported on at some length to indicate why the Board is making no recommendation concerning it and also why, in the Board's opinion, both parties should henceforth approach it with care, and with understanding of each other's difficulties.

The principal, and perhaps the only issue remaining, is that of the Brotherhood's request for the introduction by the employer of what has been referred to as "the full Canadian National Railways Pension plan", and on this issue, a fair amount of background narrative is desirable.

While members of the Brotherhood enjoy essentially the same rates of pay received by trainmen employed by the CNR in the Atlantic region, they have never enjoyed the same pension benefits. Nor, for that matter, have any employees of the coal company, or of the Dominion Steel and Coal Corporation (the steel company).

In 1923 the employer, along with the coal company and the steel company introduced what has since become known as "the 1923 Dosco Plan". It was, and is, a non-contributory, unfunded pension plan which has been summarized by Johnson & Higgins (Canada) Ltd., a Montreal firm of actuaries retained by the employer, in the following terms:

#### *Eligibility for Pension Benefits*

(a) *Normal retirement*—25 years of service and attainment of age 65 for males; 25 years of service and attainment of age 55 for females.

(b) *Disability retirement*—On total and permanent disability after 15 years of service.

(c) *Exception*—The pension board may extend the benefits of the plan to employees who lack the above service requirements, or who would otherwise be ineligible for benefits.

#### *Definition of Service*

Service is taken as integral years from employee's hiring date. Six months or more is counted as a full year and less than six months is ignored.

#### *Amount of Pension*

(a) *Basic Pension*—The basic amount of monthly pension benefit is 1 per cent average monthly pay over the 10-year period preceding retirement for each year of service prior to retirement.

(b) *Offset at 70*—Basic monthly pension benefits are reduced by \$40 a month at age 70.

(c) *Maximum Pension*—\$75 a month up to age 70; \$35 a month after age 70.

(d) *Minimum Pension*—No minimum specified up to age 70; \$25 a month after age 70.

### *Alternative Amount of Pension*

As above, but with the maximum increased from \$75 a month to \$115 a month up to age 70.

### *Contributions*

The company pays the full cost of all pension benefits. Employees do not contribute.

### *Form of Pension Benefit*

A life annuity ceasing at death. Optional forms of pension benefit are not available.

### *Death Benefits and Vesting*

Not available.

### *Administration*

Full authority for administration lies in a pension board, consisting of the president and treasurer of Dominion Steel & Coal Corporation, Ltd., and of a third member appointed by them. Details of administration are handled by a committee appointed by, and subject to, the pension board.

At some stage since 1923 the "Alternative Amount of Pension" was made available to employees of the steel company, although the employer and the coal company were not able to do the same for their employees. Also, a contributory pension plan providing additional benefits (the 1955 Dosco Contributory Plan) was introduced for steel company employees in 1955, and further expanded in 1964, but it, too, has not yet been extended to include or become available to employees of either the employer or the coal company.

The introduction of the CNR pension plan was an issue in the negotiations between the employer and the Brotherhood for the collective agreement that expired on December 31, 1963. That negotiation also required the services of a Conciliation Board and in its report (dated August 1962) the Board made the following recommendation:

A joint committee to seek suitable contributory pension plan. An actuary, agreeable to both parties, to be retained for this purpose. Cost of the actuarial study to be shared equally. If feasible and suitable plan determined, company general manager to recommend acceptance.

This recommendation was agreed to by both parties and carried out. Meetings were held in November 1962, and in March and April 1963, but no agreement on a plan was reached. The employer was prepared to introduce the 1955 Dosco Contributory Plan in respect of current and future service, and retain the 1928 Dosco Plan (non-contributory) in respect of past service. The union representatives on the committee (and there is some dispute as to the extent they were authorized to speak for the brotherhood) agreed to forego the present CNR Contributory Plan, but insisted on nothing less than this plan as it existed in 1935. The employer

was equally insistent that the 1935 CNR plan could not be implemented as its cost was too great for the employer's resources, and its benefits more extensive than those of the 1955 Dosco Contributory Plan, with the result that the entire pension structure of the Dosco complex would be thrown out of balance. On this note the joint committee agreed to disagree, and a report to this effect was subsequently filed.

At the time of this Board's first hearing at Sydney in April 1965, the position of the parties had not changed much. The 1955 Dosco Contributory Plan had been modified and expanded in 1964 for employees of the steel company, and hence the employer was now offering the 1964 modified Dosco Contributory Plan in respect of current and future service, and the 1923 Dosco Plan (non-contributory) in respect of past service. The Brotherhood was still insisting upon "the full Canadian National Railways pension plan", although in the oral presentation there was some intimation that, in respect of past service at least, the 1935 version of this plan would be acceptable.

However, the pension situation in Canada had changed tremendously. A few weeks earlier Parliament had created the Canada Pension Plan requiring all employers, as a matter of law and irrespective of what pension plans they may or may not be presently providing, to commence deducting on January 1, 1966, 1.8 per cent of the pay of their employees (subject to certain limits and exceptions here immaterial), and to remit this amount to the federal Government, along with a matching contribution of their own, all for the purpose of financing a Government contributory pension plan which, having regard to the contributions (3.6 per cent of payroll), would provide greater benefits than could be provided by any private plan financed by like contributions. Also the Old Age Security Benefit of \$75 a month was made payable, starting in 1970 at age 65. Starting in 1966, the full pension of \$75 would be available to those who have reached age 69 in 1967; to those who have reached age 68; and so on until 1970, when it becomes payable to those who have reached age 65.

When the Board asked whether either party had taken this development into account, it received the somewhat unimaginative response that, as the contract under negotiation would expire on December 13, 1965, and as the Canada Pension Plan would not become effective until the next day, it had no bearing on the pension issue under conciliation.

When the Board met again with representatives of the parties on May 17, 1965, the position of the employer had changed. It

withdrew all previous offers on the pension issue and made a new offer.

While the Canada Pension Plan becomes effective January 1, 1966, the maximum benefits are not payable to those who retire before January 1, 1976. Rather the benefits build up to this maximum at a graduated rate over the intervening 10-year period.

The new offer which the employer made on May 17, 1965, was to rescind the 1923 Dosco Plan, in respect of both past and future service, and replace it with a plan, also non-contributory, which would supplement the benefits payable under the Canada Pension Plan to those employees who reach retirement age before January 1, 1976, to the extent necessary to make the total benefits received by such employees equal to the benefits that they would receive under the Canada Pension Plan exclusively, if they retired after January 1, 1976.

In June, 1965, this same offer was made to District No. 26 of the UMW representing over 6,000 employees of the coal company, and was accepted by the UMW as one of the terms of their current collective agreement extending for a term of 19 months, commencing January 1, 1965.

In this condition the problem was left in the hands of the Board. A Conciliation Board consisting of lawyers, without pension experience and without actuarial assistance, is not well qualified to devise a pension plan which has to be (1) satisfactory to parties who over a four year period have been unable to reach agreement among themselves on such a plan; (2) satisfactory to the Taxation Division of the Department of National Revenue (who are not represented in the proceedings at all); (3) reconcilable with and workable within a complex structure of existing private and future government plans, (4) in balance with the private and public plans in effect for employees in allied operations of the employer or its parent or associated companies, (5) good value for the money and (6) not too burdensome in cost to either the employer or the employee, having regard to the special circumstances of each. In the present instance the problem has not been simplified by the rather rigid and uncomprehending positions of the parties, and the absence of certain cost information in depth.

The principal grounds on which the employer resisted the Brotherhood's demand for the CNR plan (1935 or present) were threefold:

(a) The rail operations of the employer are essentially only an adjunct of the coal operations of the coal company, and the coal operations of the coal company have, over the last 24 months, been carried on at a loss in excess of \$100,000 per month—\$2.4 million in all—with no prospects at all for improvement, at least

unless the requested \$25 million federal grant for modernization of the mines is forthcoming. Implementing the CNR plan would, according to Johnson & Higgins (Canada) Ltd., cost the employer approximately 13 per cent of its payroll (in addition to the 5½ per cent collected from the employees), as opposed to the 3.5 per cent that it would now be paying for the 1923 Dosco Plan if the latter were funded, and funded on the same basis. Whatever justification the CNR may have for making such a pension contribution, it is beyond the reach of the employer in its present straitened circumstances.

(b) The employer cannot legitimately consider the unit of 98 employees, represented by the Brotherhood, as though it were not part of the total Dosco coal complex at Sydney, employing in excess of 6,500 persons, or not part of the steel and coal complex at Sydney, employing in excess of 10,000 persons. Hence, it cannot introduce the CNR Pension Plan for the Brotherhood's unit unless, at the same time, it is able either to introduce the same plan for all the other employees of the complex, or to furnish reasonable justification—reasonable not only to the other employees, but to itself and to the general public—for not doing so. As the benefits of the CNR plan exceed those of the 1964 modified Dosco Contributory Plan, it could not justify such a measure to the steel workers, much less to the coal miners who have never even had the 1964 plan.

(c) In view of the introduction of the Canada Pension Plan and the accelerating to age 65 of the \$75 a month Old Age Security Benefits already payable by the federal Government, the CNR plan is not necessary and not as good value for the cost.

To these arguments, the Brotherhood's reply was along the following lines: The recent (November 1963) rate application of the employer before the Board of Transport Commissioners, indicated that the rail operations of employer were profitable, even though those of the coal company are not, and hence the employer has the ability to pay. Members of the Brotherhood in the employer's employ perform the same work as members of the Brotherhood in the employ of the CNR, and hence should receive the same pay and benefits. If members of the Brotherhood must be considered part of the Dosco complex, they want the best and not the worst fringe benefits which that complex now pays to anyone. Finally, the Canada Pension Plan and the modification of the Old Age Security Benefits are not relevant as they come into effect after the expiration date of the contract under negotiation, and it will be time enough to consider their significance when negotiations for a successor contract are commenced.

All these points require further examination, and it will be convenient to consider the last one first. If past practice is followed and negotiations for a successor contract delayed until after settlement of a new contract has been reached by the Brotherhood and the major roads, the Canada Pension Plan will have been in effect some considerable time before any consideration of its significance is

undertaken. More important, in this month of August 1965, it is not sensible to consider implementation of a contributory pension plan which does not take into account the Canada Pension Plan because:

(a) If the plan is contributory (and neither the Brotherhood nor the employer has ever suggested that any other plan be considered), it cannot be retroactive to January 1, 1964, unless the members of the Brotherhood are going to be charged contributions equal to a percentage of their pay (in the case of the CNR plan  $5\frac{1}{2}$  per cent of their pay) retroactive to that date, and from the point of view of these employees, this is hardly practicable or desirable.

(b) Even if a recommendation by this Board for a pension plan is published and agreed to by both parties within the next week, it would be difficult for the recommendation to be implemented before October 1, 1965, at the earliest, leaving only three months for the plan to run before the expiration of the agreement and the introduction of the Canada Pension Plan. No plan of such short duration is worth the trouble to devise or implement.

Perhaps the best test of the relevance and the significance of the Canada Pension Plan and the modifications to the Old Age Security Benefits is to compare their benefits and their cost, from the viewpoint only of members of the Brotherhood with the benefits and the cost of the CNR plan if it were implemented effective January 1, 1966. In making this comparison the Board is relying, for particulars of the CNR plan, upon the information provided by Johnson & Higgins (Canada) Ltd., in the memorandum furnished to the Board on May 17, 1965. This memorandum sets out the amount of pension payable by the CNR plan as follows:

Current service (after Jan. 1, 1965).  $1\frac{1}{2}$  per cent of an employee's average best five consecutive years earnings a year of current service ( $1\frac{1}{2}$  per cent a year in excess of 30 years total service).

Past Service (prior to Jan. 1, 1965). 1 per cent of an employee's average best 10 consecutive years earnings a year of past service.

For purpose of the comparison, assume that a member of the Brotherhood, who will be 55 years of age on January 15, 1966, and who first entered the employ of the employer almost 30 years ago in December 1935, averaged earnings of \$4,000 a year during the last 10 years (1956-65), averages earnings of \$5,000 annually during the next five years (1966-70) and earnings of \$6,000 annually during the succeeding five years (1971-75), and then retires on reaching age 65 on January 15, 1976.

Under the past service feature of the CNR plan he would be entitled to an annual pension of \$1,200 ( $1\text{ per cent} \times \$4,000 \times 30$ ), terminable on death, and under the current service feature, to an annual pension of \$900 ( $1\frac{1}{2}\text{ per cent} \times \$6,000 \times 10$ ), payable for the longer of life or 10 years and thereafter, to the extent of 50 per cent, to the surviving

widow for life. In effect this would be a total pension of \$2,100, of which \$900 (to the extent the pensioner died before age 75) or \$450 would be payable to the surviving widow.

Under the Canada Pension Plan this retiring employee would receive an annual pension of \$1,250, payable for life and thereafter, to the extent of 60 per cent, to the surviving widow, and under the Old Age Security legislation, as modified, he would receive an annual pension of \$900, terminable on death. In effect his total pension would be \$50 greater than that payable under the CNR plan, and upon his death, this pension would continue to be paid to his widow to the extent of \$750 annually. (She would, of course, receive her Old Age Security Benefit of \$900 annually as well.)

During the period 1966-75, the CNR plan would have cost the retiring employee an amount equal to  $5\frac{1}{2}$  per cent of his earnings, or an aggregate amount of \$3,025. Over the same period the Canada Pension Plan and the Old Age Security Benefits would have cost him \$792 ( $1.8\text{ per cent} \times \$4,400 \times 10$ ) and \$1,000 (assuming average annual taxable income of  $\$2,500 \times 4\text{ per cent} \times 10$ ) respectively, or an aggregate amount of \$1,792.

On the basis of the foregoing calculations, there would appear to be a fair amount of substance to the employer's contention that, in view of the introduction of the Canada Pension Plan and the accelerating to age 65 of the \$75 a month Old Age Security Benefit already payable by the federal government, the CNR plan is not necessary, and is not as good a value for the money.

To put the matter another way: at the time the Brotherhood first requested the CNR plan back in 1962, and at all times subsequently up to February 1965, it was requesting certain pension benefits at a certain cost to both the employer and its own members. In February 1965, the federal Government undertook to provide these, or at least comparable benefits, at a lower cost, both to the employer and to members of the Brotherhood. In effect, the Brotherhood is obtaining substantially the benefits it originally requested. However, the plan that will provide these benefits is a public one, and the cost to the employer and to the employees is less.

With respect to the other two contentions of the employer: that it has not the ability to pay the cost of the CNR plan, and that implementation of such a plan would throw the whole pension structure of the Dosco complex out of balance, these, too, appear to have considerable substance, especially the first.

The Board was supplied with the audited financial statements of the coal company for the fiscal period ending July 31, 1964. These statements were prepared by Price Waterhouse & Co., one of the largest auditing firms in the western world, and were consolidated to include the statements of the employer and all other wholly owned subsidiary companies. Hence the revenues shown include all income receipts and subsidies, under the Maritime Freight Rates Assistance Act or otherwise, received by the employer and, notwithstanding these, the consolidated profit and loss account showed an operating loss of \$1,297,076 or over \$100,000 a month. Interim statements to shareholders and press reports (the last as late as August 16, 1965, in that day's edition of the Financial Times) indicate that these monthly losses have continued at the same rate during the fiscal period ending July 31, 1965.

In these circumstances it is perhaps remarkable that the employer made any offer on pensions at all. Nevertheless, at the first meeting of the board on April 23, 1965, the employer offered to continue the 1923 Dosco plan in respect of past service, and to institute the 1964 modified Dosco contributory plan in respect of future service. As the 1923 Dosco plan is not funded, it was difficult to evaluate its cost, but ultimately, Johnson & Higgins (Canada) Ltd., using certain funding assumptions which they were by no means sure would be acceptable to the Income Tax Department, arrived at the following estimates of cost to the employer:

#### *1923 Dosco Plan*

##### *Past service*

(1 Jan. 65) .... \$37,343 (2.64% of payroll)

##### *Current service*

(1 Jan. 65) .... 12,184 (0.86% of payroll)

#### *1964 Modified Dosco Contributory Plan*

##### *Current service*

(1 Jan. 65) .... 27,741 (1.96% of payroll)

If the foregoing calculations are correct, the employer's original offer on pensions would have cost approximately 4.6 per cent of payroll (2.64 per cent plus 1.96 per cent). If 1.8 per cent is deducted to provide for the contributions that the employer will have to begin making on January 1, 1966, under the Canada Pension Plan (actually these deductions should aggregate a shade less than 1.8 per cent in view of the present \$4,400 maximum on which deductions are to be made), the balance of the employer's original offer available for a private plan is approximately 2.8 per cent of payroll.

The difficulty the Board has in making any recommendation with respect to this 2.8 per cent of payroll, is that it cannot know what benefits complementing those to be made

available under the federal Government plans it will purchase, and which of such benefits are preferred by the parties. It is true that the employer offered the same plan that was accepted by the employees of the coal company in June 1965—a plan, in effect, accelerating the full benefits of the Canada Pension Plan from 1976 to 1966—and it may well be that this constitutes the best utilization of the 2.8 per cent of payroll that the employer is prepared to make available for the purpose.

However, the Board was not furnished with the cost of such a plan, and suspects that it would substantially be less than the 2.8 per cent which the employer has placed "on the table". In these circumstances, the Board is reluctant to recommend a plan which has the effect of furnishing the Brotherhood with less than what they were originally offered by the employer, and hence, the Board is going to recommend instead that, unless and until the parties otherwise agree, the present 1923 Dosco plan (non-contributory) be retained. This means that in 1966, and subsequent years, the benefits payable under the Canada Pension Plan and the Old Age Security legislation, will be supplemented by the benefits payable under the 1923 Dosco plan, and that the cost to the employer of these benefits will be something less than 5.3 per cent of payroll, calculated as follows:

#### *1923 Dosco Plan:*

past service .....	2.64%
current service .....	0.86%

#### *Canada Pension Plan:*

current service .....	1.80% minus
	5.30% minus

or less than seven tenths of 1 per cent more than the employer's original offer. (The Board appreciates that these calculations are crude, but they appear to be the best that can be performed in the time available, with the information supplied.)

It is to be noted that retention of the 1923 Dosco plan would add another \$900 annually (for a period of five years, and thereafter \$420 annually) to the pension of the hypothetical employee retiring in January 1976, whose case was considered above, bringing his total pension to \$3,950 or approximately 66 per cent of the average annual earnings (\$6,000) of his best five-year earning period (1971-75). If his wife is alive at the time, and qualifies then or shortly after for her Old Age Security Benefit of \$900 annually, their combined pension will be \$4,850 or over 80 per cent of the average annual earnings of his best five-year earning period. This percentage certainly exceeds the conventional concept of a retiring allowance, that has hitherto prevailed in Canada, and few can think that the last has been heard from the

Government on the matter of public pension plans. In 1976 they will, in all probability, be more generous than can be projected today.

Having regard to all of the foregoing, the Board is making the following recommendations for the settlement of the collective labour agreement between the Brotherhood and the employer now under negotiation:

(1) A two year term, commencing January 1, 1964, and expiring December 31, 1965.

(2) A 5 per cent "across-the-board" wage increase in three stages: 2 per cent retroactive to January 1, 1964; 1 per cent retroactive to July 1, 1964; and 2 per cent retroactive to January 1, 1965.

(3) Retention of the 1923 Dosco plan (non-contributory), at least until the parties are able to work out a new plan that will not cost the employer more, and which will better complement the benefits payable under the Canada Pension Plan and the Old Age Security Act.

Of the remaining issues between the parties, one—the addition of Remembrance Day as a paid statutory holiday—has been resolved by the new Canada Labour (Standards) Code that came into effect on July 1, 1965, and another—one hour's extra pay for conductors asked to check sidings and yards—by the employer's undertaking not to ask conductors to do this work. If this undertaking is not fulfilled, the matter should be brought up again at the next negotiations for, among other things, clarification of precisely what constitutes "checking siding and yards". At one of the board's hearings, the employer also undertook to pay the cost of one telephone call a day to trainmen in Louisburg and New Waterford and, no doubt, a provision to this effect should also be incorporated into any new agreement. On the remaining items, the board is making no recommendation other than one that both parties agreed to their being allowed to stand over to the next round of negotiations, that should commence early in 1966.

Dated this 25th day of August 1965.

All of which is respectfully submitted.

(Sgd.) A. H. McKinnon,  
*Chairman.*

(Sgd.) J. W. E. Mingo,  
*Member.*

#### **Schedule A**

No trainman shall be disciplined or dismissed until the charge or charges against him have been investigated by the company.

Following such investigation, if disciplinary action is contemplated by the company, the trainman shall be notified of such charge or charges by registered mail.

If he wishes to dispute such charge or charges, or any of them, and so advises the company in writing within 10 days after he receives notice of the charge or charges, he

shall be granted a formal hearing before a properly designated official of the company at which, represented by himself or a fellow employee, he shall be entitled to hear the evidence of all the witnesses on which the company is relying and, if he wishes, to cross examine such witnesses and to call evidence in rebuttal.

At least five days prior to such formal hearing, he shall be entitled to receive copies of all statements taken by the company from the witnesses on whose evidence the company proposes to rely at the hearing.

The company shall render its decision within 15 days of the hearing and, if the trainman is not satisfied with this decision, he may appeal under the grievance procedure provisions of this agreement at any time within a period of 30 days of the date on which he receives written notice of the company's decision.

On request, the general chairman shall be shown all the evidence of the case.

If the discipline or dismissal imposed by the company is found, on appeal, to be unjust, the trainman will be exonerated, reinstated if dismissed, and paid a minimum day for each 24 hours of time he was held out of service at schedule rates for the class of service in which he was last employed.

When trainmen are to be disciplined, the discipline shall be put into effect within 30 days of the date on which the trainman's right to contest the same has expired, been waived, or otherwise ceased to be outstanding. It is understood that the investigation and the hearing, if necessary, will be held as quickly as possible, that the layover time will be used as far as practicable, and that trainmen will not be held out of service pending the rendering of a decision, except in cases of dismissable offences.

#### **MINORITY REPORT**

##### **Part I—Definition of Terms**

For the purpose of brevity, the following terms as hereinafter used shall have the following meanings:

"The company" shall mean the Cumberland Railway Company (Sydney & Louisburg Division).

"The Brotherhood" shall mean Lodge No. 684, Brotherhood of Railroad Trainmen.

"The Board" shall mean the Board of Conciliation and Investigation consisting of: Judge A. H. McKinnon, chairman; J. W. E. Mingo, LL.B., nominated by the company; J. L. Dubinsky, Q.C., nominated by the Brotherhood.

all as appointed by the Minister of Labour under the provisions of the Industrial Relations and Disputes Act, Chapter 152, R.S.C. 1952, to enquire into the dispute existing between the Brotherhood and the company.

## Part II—The Dispute Between the Parties

The last agreement that had been entered into between the Brotherhood and the company dealing with wages and working conditions, became effective on August 10, 1962, and was to continue to December 31, 1963.

This agreement provides that it shall continue after December 31, 1963, subject to two months' notice from either party of their desire to cancel or revise the same, which notice may be served at any time after November 1, 1963. A notice was served on the company on December 7, 1963, by the Brotherhood over the signature of Paul Morrison, the then general chairman of the Brotherhood, of its desire to negotiate a new collective agreement. Subsequently, negotiations were carried on between the parties in an endeavour to arrive at a new agreement.

The parties were unable to agree, and as a result the Board was appointed.

The nature of the dispute between the Brotherhood and company may best be shown by listing the proposals of the Brotherhood. These were submitted on April 16, 1964, and are as follows:

1. Increase all wage rates by 12 per cent effective January 1, 1964.
2. Health and welfare indemnity increased to \$60 a week, and insurance \$5,000, with company to assume 100 per cent premium costs.
3. Trainmen to be paid a shift differential, 4 p.m. to 12 p.m. 10 cents an hour; 12 midnight to 8 a.m. 15 cents an hour.
4. Pension plan as per CNR.
5. One additional holiday—Remembrance Day.
6. Trainmen required to write train orders during their tour of duty, shall be paid an additional two hours at *pro rata* rate.
7. Conductor to be paid one hour for checking siding and yards when requested to do so at yardmaster's rates.
8. Conductor on all change-off crews.
9. Four weeks vacation pay after 20 years' service, three weeks after 13 years.
10. All crews shall consist of one conductor and two brakemen except, when no firemen, all crews to have one conductor and three brakemen.
11. Time and one-half for working on holidays.
12. Call boy for trainmen.
13. Company to assume responsibility for telephone calls to trainmen in Louisburg and New Waterford.
14. Vacation pay to continue on percentage basis, with a day's pay for a day's vacation to be the minimum.

Two additional proposals were referred to by the Brotherhood at our Sydney meetings. These are as follows:

1. (a) Employees available for work, and no work available for them, will be permitted to work two shifts on Saturday and Sunday.  
(b) If work is available, and an employee is not available, he will not be permitted to work a second shift on above mentioned days.
2. No employee will be permitted to work seven shifts in any work week until all available employees have completed six tours of work.

## Part III—The Board's Hearings

The Board sat in Sydney on April 22 and 23, and again on May 17, and on August 20.

At these hearings, representatives of the Brotherhood and the company were present, as well as representatives of other Brotherhoods that have agreements with the company. Presentations were submitted by the Brotherhood and the company, and both sides were given full opportunity to present evidence and their views. Both public and private hearings were held at the Sydney sessions. In addition to the consultations at which both sides were present, the Board had before it each of the parties to question them privately in the absence of the other. The chairman also met privately with representatives of each party. In addition to the Sydney hearings, the Board met privately as a body for consultations.

As a result of the Sydney hearings, it became apparent to the board that an agreement between the parties could not be brought about by the board. Under the provisions of the Act, the Board, accordingly, has filed its report with you, as Minister under the said Act. I regret that I do not share the main conclusions of the other two gentlemen on the Board, and accordingly file with you this, my minority report.

## Part IV—High Level of Hearings

At the outset, I would like to express my thanks to the representatives of both the Brotherhood and the company for the assistance they have given to us and for the high level of the discussions throughout the hearings.

We have obtained all the information which we sought, and both parties to the dispute presented their arguments, and made their representations in a manner that reflected great credit to them and showed the true value of conciliation proceedings. I desire to express my appreciation for the spirit of co-operation that was shown by both parties, and my thanks for their readiness to assist the Board throughout. I can say for all three of us that we were impressed by the ability of all parties concerned, and by their awareness of the difficulties of the problem.

## Part V—Background of the Problem

The fact that over 90 per cent of the company's total traffic constitutes the movement of coal produced by the Dominion Coal Company, at once makes clear that the problems before us are inextricably interwoven with the situation facing the coal industry in this part of the country. It is for that reason, no doubt, that the company presented to us an outline of the financial picture in which the Dominion Coal Company finds

itself. A study of these reports and figures leads to the conclusion that the period of crisis that the coal industry in this province has been experiencing for some years past, is by no means over. The extent to which our provincial economy is related to the coal industry is so well known as to need no further demonstration, but it is a fact that should be appreciated by the whole provincial community. It is, therefore, not too much to say that judgments, or policy in matters relating to the coal industry, should be most carefully made and mistakes avoided.

It is equally important for all to recognize that the coal industry has been of critical national importance, and unquestionably will be so in the future. Canada contains within its borders some of the world's largest coal deposits. Now, more than ever before, we know that the world no longer has any frontiers, when distances that separated us from the old world have shrunk with the rapidly advancing and truly wondrous scientific methods of travel, when the avarice of certain European and Asiatic Governments for the property of others no longer reckons with the concord of nations and the sanctity of treaty. Can we as a nation, look for our energy supply to the other fuels, or dare we build our safety on the energy supply that comes from a single other country, even that of our great neighbour to the south? In a world of uncertainty, such as we have known for the past few years, particularly since the escalation of the Viet Nam war, there is no guarantee that at any moment Canada would not be forced to turn to the coal resources within her boundaries for much of her energy supply.

A few excerpts from the Royal Commission on coal submitted by Mr. Justice I. C. Rand on August 31, 1960, are in point. On page 6 of the report, the Commissioner said:

Admittedly, the coal industry of Canada is in dire straits; it has, in fact, been in that condition for some years; and only by resort to non-economic measures has social disaster, in some instances, been avoided. How, then, should that critical situation be met? By the prevalent theory of private enterprise, the weaker competitor must be left to his fate and the exemplification of the workings of that principle is vividly shown by what has been happening to the coal mining industry of the United States, some details of which I shall mention later. From a strictly economic point of view, the application of that principle to the coal industry would be the simplest and most effective mode of dealing with the problem presented. Should we then allow disaster to take its course or should we resort to efforts to try to salvage, in part at least, existing social and political values? In the latter case, what are the considerations on the basis of which action can be taken and to what extent can that action be fairly justified?

Of these two courses there can be no serious doubt of which must be taken. This country has been conceived, and so far brought along since 1867, primarily in terms of political and social considerations: economics, by a counter-balance-

ing empiricism of those factors, have been harmonized with national unity, and the spirit of a prosperous and progressive people. While, then, economic principles may seem to be outraged by the means of support to the coal industry of the past, in the view of the national interest as a whole, their price has been a small item in the general national ledger.

On page 32, he makes these observations:

The considerations underlying the first are these. Coal is at present being superseded in what formerly was its main function, that of enabling human beings to keep themselves warm, in addition to that, for railway services and for steam generation generally, it was, 50 years ago, the almost universal fuel. In both wars, its necessity in transportation by land and sea was demonstrated. Oil and gas are premium fuels in the sense of their heat values, and the ease and convenience in their utilization, but, as resources, they yield to coal, both in volume and in concentration of energy; and it is conceded that they will be exhausted at a time when coal will have a thousand years of further life for mankind. The continued demand for coal in metallurgical processes generally, as already stated, remains. While we are still in the grip of international tensions, a wholesale closing of mines would run risks, not, perhaps, wholly definable but, nevertheless, real. It is true that by the end of this year, not a locomotive on either of the two transcontinental railway systems will be using coal for steam purposes, and that its use for water transportation has almost equally ceased. Several years would be required to bring coal back to its original position in either of these uses. Undoubtedly, its availability acts somewhat as a check on competing prices of the other fuels for other purposes. Notwithstanding, then, the accessibility and the adequacy for immediate purposes generally of oil and gas, coal remains a vital standby and a minimum, at least, of mining continuity should be encouraged as a Dominion interest. For this, the measure of financial assistance, direct or indirect, must be drawn from the circumstances of each mining district.

It may not be out of place to mention, that scientific studies made available to the Dominion Coal Board over the past few years predicted that, in spite of the large increase in other fuels, there would be a market for coal to the extent experienced up to the present year, but that after 1965 the requirements will increase substantially. All of which goes to show that coal will always be a factor in the battle of utilities, whether it be in supplying heat for the home or producing electrical power. Finally, I am heartened by the current thorough engineering survey that is being made of the entire coal operations. I have no crystal ball to make predictions as to future events, but I am firmly of the belief that the requested \$25 million federal grant for modernization of the industry locally will be approved.

## Part VI—The Main Issue—Pensions

### (a) *General Application and Earlier Attempts to Solve*

Without minimizing the significance of the other proposals, it is safe to say that the

most important and perplexing problem placed before us was that of pensions. As a rule, the contentious issue before most Conciliation Boards is that of wages. However, in this instance, wages were not dealt with in any detail. The Brotherhood's brief is self-explanatory:

The Brotherhood proposes an increase in all wage-rates of 12 per cent effective January 1, 1964. This wage demand corresponds to that originally made by the Brotherhood on the major railways in Canada the last time negotiations took place.

It is true that those negotiations resulted in a wage settlement totalling only 5 per cent over a two-year period, beginning January 1, 1964. Since that settlement was negotiated, major economic changes have taken place. The gross national products, the level of consumer prices and the size of wage-settlements generally have all risen significantly. Under most circumstances these changes in themselves would call for a settlement in excess of 5 per cent.

However, in view of the historic pattern linking wage rates on the Sydney and Louisburg with those on adjacent lines of the Canadian National, we are prepared to waive consideration of these new factors in the situation, provided we can achieve an equitable settlement on other items in dispute; and this means, in particular, the full Canadian National Railways pension plan.

Coming then to the main issue, pensions: it may be first noted that on the pension questions, the Board received submissions from Lodge 717, Brotherhood of Locomotive Firemen and Enginemen, Division 101 of the Order of Railroad Telegraphers, and Lodge No. 684 International Order of Machinists. The views of these other unions are practically identical with those of the brotherhood, and it will not be necessary to go beyond the submission of the brotherhood. It follows that insofar as pensions are concerned, what will be recommended for this brotherhood will be applicable to the others.

It may be in point, at this time, to mention a previous Conciliation Board, between the same parties and under the chairmanship of your present chairman, when the following recommendation was included in its report:

A joint committee to seek a suitable contributory pension plan. An actuary agreeable to both parties to be retained for this purpose. Cost of the actuarial study to be shared equally. If feasible and suitable plan is determined, the company general manager to recommend acceptance.

Pursuant to this recommendation, a committee was set up comprising representatives of the company and of various unions holding agreements with the company. A number of meetings were held and studies made, but eventually the committee gave up its deliberations, unable to agree upon a suitable contributory pension plan.

To attempt to summarize briefly, for the purposes of this report, the detailed submissions made before this board by both sides

on the pension plan, leaves one open to the risk of overlooking some important fact or facts advanced by either of the parties. The Brotherhood is seeking a pension plan similar to the Canadian National pension plan. Indeed, it argues that the acceptance by the company of such a plan is basic to any bargaining.

(b) *The Brotherhood's Concept of a Pension*

The reasoning of the Brotherhood, generally, is as follows. A pension, they argue, can no longer be accepted as that of a "gratuity" or a reward for "long and faithful service". Such a type of pension is discretionary with the employer, who assumes no legal obligation to continue paying it as long as it is required. No employee's rights are created by it, and the Brotherhood points to the present 1923 non-contributory plan as illustrating that it continues at will; that it can be dispensed with at any time without any regard to the welfare of those presently receiving it or the employees who would expect to receive it; and that even if continued, it is sharply reduced on the pensioner reaching the age of 70. The Brotherhood presented leading authorities on the subject, which indicate that pensions today are generally regarded as deferred wages.

Once the modern concept of a pension as essentially a deferred payment for services rendered is recognized, and that pensions are a part of wages, although deferred as to payment to some future date, the further submissions of the Brotherhood would seem to follow. These are that pension plans form an appropriate subject for collective bargaining, that pension plans should be incorporated into and form an integral part of collective agreements, and that pension plan costs are an integral part of a collective bargaining "package". The Brotherhood's brief on this expression says:

The latter statement simply means that the parties negotiate a sum total of employee benefits, consisting of various items; wages, vacations, statutory holidays, insurance, pensions and other matters. These items are evaluated and added up to a total increase in costs attributable to labour.

The Brotherhood points out that in the 1962-1965 agreement between the United Steelworkers, Local 1064, and Dosco, the reference to the pension plan in the "package" deal not only had a price tag on it, but was explicitly limited to 3½ cents an hour, and the union was given a choice of specific improvements as to how this 3½ cents may be used up. If, however, the Steelworkers had decided not to improve their pension plan, they could have got the 3½ cents an hour in wages. Thus, the Brotherhood contends that the negotiation or improvement of a pension plan involves the sacrifice or deferment of

some alternative objective that the union could have obtained—in short, a choice between taking the cash and letting the credit go or taking the pension and letting the cash go.

(c) *Why a CN Pension?*

Firstly, the Brotherhood reminded the Board that it and other unions, having contractual relationship with the company, have in the past signed contracts with the company that were based on settlements that had been negotiated by the Canadian National Railway with its employees dealing with wage rates and other items, including effective contract dates. The other groups have so-called “stand-by” agreements, whereby any changes in wage rates, etc. on CNR adjacent territory are applied and on concurrent dates to the company. This Brotherhood has no such “stand by” agreement but the same situation obtains with its employees. But, contends the Brotherhood, a grave injustice is being done to its membership on this territory. They point out that every increase negotiated with the national road since 1935 meant an automatic increased dollar contribution from the major company to the pension plan of its employees; in other words, the package deal with the main roads, provides for a portion of the total compensation to be directed to pension plan improvements. However, insofar as this company is concerned, the Brotherhood has no pension plan, and consequently its members have been suffering an obvious loss over the years. They have neither the pension nor the money equivalent.

The brief of the Brotherhood sets this complaint forth very clearly,

The Brotherhood of Railroad Trainmen, Lodge 684, does not have such a stand-by agreement, but changes in wage rates and other items on CNR adjacent territory have effectively provided the basis of settlement for BRT and Cumberland Railway, and the effective dates of our local agreements have been and are concurrent with those of BRT—Canadian National.

This, then leads us to the crucial element in the present case. The conductors and brakemen employed by Cumberland Railway, Sydney & Louisburg Division (and by Sydney & Louisburg Co. before 1961) have accepted the “package” settlements negotiated for CNR adjacent territory, but have received only a part of that “package”. They have not benefitted from the CN pension plan, and have received no other benefits, in wages or otherwise, to compensate for the omission of the pension component of the CN settlements.

In any event the Brotherhood contends that the acceptance over the years of this “stand-by” principle, estops the company from denying the right of the Brotherhood to demand the same advantages open to the CNR trainmen.

Secondly, it is the submission of the Brotherhood that the company in all its dealings with the government of this country, has sought and obtained parity treatment with the major railway companies. For example, they point to the fact that even before the company assumed its present corporate status, the then Sydney & Louisburg Railway was declared to be a work for the general advantage of Canada. That declaration took place in 1961. (The taking over of the assets of the S. & L. Railway by the present company was agreed to on September 30, 1961. The Senate had earlier approved the move on May 25, 1961, and the Governor in Council sanctioned the agreement on August 15, 1962).

They cite another example, and say it is a matter of public record, that in 1961 the S. & L. Rly. received in rebates the sum of \$751,910 on coal shipped to the piers, and that the S. & L. Rly. for the same year, received a rail subvention of 1,013,520 on coal delivered to the CNR interchange. Furthermore, the Brotherhood has provided the Board with copies of the company's application in November 1963 to the Board of Transport Commissioners for Canada under sections of the Railway Act and the Maritime Freight Rates Act to increase certain of its rates on coal. Incidentally, this application was denied on March 31, 1964, by the Board, which, however, encouraged the company to apply again with a new submission of a more comprehensive and equitable rate structure. This it did and it is a matter of record that an adjustment was sanctioned by that Board later in the year. Looking at the submissions made by the company on these occasions before the Board of Transport Commissioners, there can be no doubt whatsoever, the Brotherhood submits, that the company is estopped from denying that it “follows the major railways in its wage rates” and that its “wage levels were of country-wide uniformity”. If, in its dealings with Government, this company purports to follow the major railways in discussing and fixing its wage rates—and pensions constitute an important part of the wage package—therefore, in the opinion of the Brotherhood, this company to be consistent, must agree on a pension plan comparable to the Canadian National plan.

(d) *Specifics of the Brotherhood's Demand*

The CN plan sought by the Brotherhood is boiled down to two essentials. Firstly, as to “past service”, they seek the 1935 formula of the CN plan, that would provide each employee on retirement with a service pension of such amount as is represented by one per cent of his highest average salary for any 10 consecutive years prior to the institution

of the plan, multiplied by the number of his years of continuous service up to that date. This "past service" pension is to be at the sole expense of the company.

As to "future service", the Brotherhood urges that it be placed on a parity with CN workers, and that a contributory plan be instituted. This would mean that the employer and employee would each contribute the equivalent of a certain percentage of the employee's earnings—the percentage at the present time on the CN plan being 5½ per cent. The money would be invested in the same way as is followed by the directors of the CN plan, and as a result of a sound financial investment portfolio, the members of the Brotherhood could look forward to the same benefits enjoyed by their fellow workers on the CN. Under the CN plan at this moment, an employee, subject to specified age (65) and service requirements, and provided he had no deficiency in contributions, would obtain a pension dating from the institution of the plan of 1½ per cent for each year of service up to 30 years, and 1½ per cent for each year of service over 30 years, based on the average monthly compensation for the last 60 months of allowable service or for any five consecutive calendar years, whichever is the larger. Other features would be the introduction of survivor benefits, earlier voluntary retirement, and earlier disability retirement, and deferred pension if the employee leaves the service before retirement age.

This is the demand submitted by the Brotherhood in its brief before the Board and enlarged upon in detail during the discussions before us. The Brotherhood stands firm in its resolve to obtain the CN pension plan. As stated above, they consider this is basic to any negotiations.

#### (e) *The Company's Proposals*

The company first reiterated the stand it took at the very first meeting that was held on November 22, 1962 by the joint committee set up to study this serious problem. It offered for "past service", the continuation of the 1923 non-contributory pension plan. Under this plan, the employee on reaching 65 will receive a pension benefit of 1 per cent of average monthly pay over the 10 year period preceding retirement for each year of service prior to retirement. Benefits are reduced by \$40 a month at age 70, and are subject to a maximum of \$75 a month up to age 70, and \$35 a month after age 70.

For "future service", the company first offered to participate in a contributory pension scheme similar to that which it agreed to with the United Steelworkers of America Local 1064, and which is generally referred to as the contributory Dosco 1955 plan, as amended in 1964. Under it, the employee

would contribute 3 per cent of his earnings from the start of the plan, and the company would pay the balance of cost of benefits. At 65, the employee would annually receive benefits equivalent to 1 per cent of total earnings while a contributor. Other benefits dealing with early retirement and vested rights are provided for.

Although in the case of the steelworkers and other Dosco employees, the maximum monthly pension under the 1923 plan was raised to \$115, the company made it quite clear that it would not do so with the members of the Brotherhood, inasmuch as it treated them on the same basis as other employees of Dominion Coal Company in this regard.

When the board met again with representatives of the parties on May 17, 1965, the position of the employer had changed. Without having given the slightest advance notice to the Board, it withdrew all previous offers on the pension issue and made a new offer.

The Canada Pension Plan becomes effective January 1, 1966, but the maximum benefits are not payable to those who retire before January 1, 1976. Rather the benefits build up to this maximum at a graduated rate over the intervening 10-year period.

The new offer that the employer made on May 17, 1965, was to rescind the 1923 Dosco plan, in respect of both past and future service, and replace it with a plan, also non-contributory, that would supplement the benefits payable under the Canada Pension Plan to those employees who reach retirement age before January 1, 1976, to the extent necessary to make the total benefits received by such employees equal to the benefits that they would receive under the Canada Pension Plan exclusively, if they retired after January 1, 1976.

#### (f) *Summary of Cost Calculations*

In its brief, the company directed our attention to comparative costs of the several plans discussed before us and to what these costs represented in terms of percentage of payrolls. At our request, the company provided us with a special pension report, designed to assist us to understand the various cost calculations involved, and we were extremely grateful to the company for this, and to their Mr. Baldwin for his efforts in carefully explaining intricate cost problems.

I note from these calculations, for example, that to provide the 1923 "past service" non-contributory pension for all employees on the Cumberland Railway, under a 30-year amortization plan, would cost \$37,343 annually, or 2.64 per cent of the payroll. The contributory Dosco 1955 plan, as amended in 1964, would cost annually in the vicinity of \$27,741 or 2.2 per cent of the payroll.

The CNR contributory plan as requested by the Brotherhood, is shown as costing for "past service" (namely the CN 1935 plan) \$131,810 or 9.31 per cent of the payroll, and the "current service" as costing \$51,946, or 3.67 per cent of the payroll.

#### **Part VII—Reference to the Multiple Unit Issue**

My colleagues have deemed it advisable to make reference to this issue of multiple units or as it is commonly referred to, as "double-heading". Their comments on this matter can be found in the Board's report. In the main, I do not differ with what has been written. However, since the matter has been included in the report of the Board, I deem it advisable to add one or two comments.

This matter was not discussed before the Board. As to its being raised by the employer on July 13, 1965, I may say that I, as a member of the Board, received no communication whatsoever from the company on this subject. I am not suggesting for a moment that I was deliberately ignored, but the fact remains that I knew nothing about the problem until it came up at our August 20 meeting in Sydney. I then learned that one of the company's representatives had some days earlier, advised the Brotherhood that this matter would definitely be dealt with by the board when it would meet on Friday. One can appreciate the consternation of the men on being told, rather bluntly, that this very provocative issue was going to be dealt with by us, when the Brotherhood had not had any opportunity to submit its views on it. I consider that the statement on the part of the company was ill-advised and ill-timed. I will say further, that when one seeks to assess the blame for the regrettable events that followed, one might well bear in mind the unwise manner that the company adopted to bring this subject to the fore at this time.

#### **Part VIII—Function of the Board**

In this vexing problem of pensions, I do not conceive it our duty to establish, with accuracy, cost calculations. That would be the task of actuaries, people who are specially trained to deal with matters such as pensions, who would be called in by both sides to work out the details of the general formula that commends itself to us. I deem it our task to try to bring the parties together if at all possible, and failing that, to make a recommendation which, though perhaps not entirely pleasing to either side, may yet sufficiently commend itself to both as to form the basis of an agreement, and thereby avoid a costly and tragic strike. I have given long and careful study to the issues involved, and my conclusions have not been lightly reached.

#### **Part IX—Conclusions Reached from Submissions**

I have concluded that the men have presented ample proof to justify their claim to be treated on an equal basis with their fellow workers on the major roads. I am satisfied that the company, by its representations to parliamentary bodies culminating in Bill S19, by its submissions before the Board of Transport Commissioners, definitely held itself out as coming within the scope of the term "a work for the general advantage of Canada", with the right to be treated similarly to the major roads. That being so, it is my conclusion that it should carry out the obligations that are borne by the major roads in respect to their employees. I have concluded—indeed no other conclusion can justly be reached—that on the one hand to agree to follow the major roads in respect to increases in wages without regard to the wages of other employees in the Dosco complex, and yet, on the other hand, to deny the men of this Brotherhood the pension plan established for the employees of the major roads, is inconsistency in its worst form.

I have concluded that the position as to pensions taken by either party from the point of view of cost is too extreme. There must be a drawing closer to each other if both sides are to avoid the heavy losses which will be brought about by any disruption of work, and the consequent ill-effects on the general economy of the entire provincial community. It is my humble belief that a middle of the course approach is very desirable, if it is at all possible—but if such is not possible, one of the parties must yield more in order to avoid the common disaster. A quick calculation, and by no means put forth as being very accurate, would seem to indicate that such a half-way course would represent something around 9 per cent of the payroll and would cost the company in the vicinity of \$131,000.

#### **Part X—Recommendations**

1. I recommend that a contract be immediately signed, effective January 1, 1964, and continuing to January 1, 1966.

2. I recommend that the CN pension plan be adopted as a formula, but on a basis of 70 per cent both as to benefits paid and contributions made. That means that every employee in the service of the company on January 1, 1966, who entered the service before attaining the age of 50 and who on January 1, 1966 had more than 10 years' continuous service shall, if he remains continuously in the company's service to age 65, receive upon retiring a "past service" pension of such amount as is represented by seven-tenths of 1 per cent of his highest average salary for any 10 consecutive years prior to

January 1, 1966, multiplied by the number of his years of continuous service to that date and that such "past service" pension be provided at the sole expense of the company, which expense will remain fixed regardless of the future rise of wages. It also means the setting up of a contributory pension fund to provide for "current service" or "future service" to which the company shall annually credit the account of each contributing employee with an amount equal to the employee's contribution of seven-tenths of 5½ per cent of the employee's salary, with the company to bear, if necessary, the balance of cost.

3. I recommend a 5 per cent "across the board" wage increase in these stages: 2 per cent retroactive to January 1, 1964, 1 per cent retroactive to July 1, 1964, and 2 per cent retroactive to January 1, 1965.

4. The new Canada Labour (Standards) Code that came into effect on July 1, 1965, has provided for the addition of Remembrance Day as a paid statutory holiday.

5. The Brotherhood complained that conductors are constantly being requested to check sidings and yards. M. A. Keays, the former general manager of transportation for the Dominion Steel & Coal Corporation, Ltd., had promised to give careful consideration to the request that conductors be paid one hour at yardmaster's rates for checking sidings and yards when requested to do so. I recommend that they be so paid.

6. Mr. Keays undertook that the company would assume responsibility for one call a person a day for all employees living in Louisburg and New Waterford prior to the closing of the terminals there, this provision to apply only to employees presently in service. I recommend such payment.

7. The plight of the younger men who are on the seniority list was touched upon before us. They get called out only on weekends or busy spells, thus eliminating the necessity for payment of time and one-half to the senior men. They must always be ready and available; and if not available on weekends and the company has to pay time and one-half to some older man, the younger men are subject to discipline. On the whole year, their earnings are comparatively low. Furthermore, they qualify for little vacation pay. I am of the opinion that this and the next two recommendations would not constitute a great cost to the company and would help very materially to make for a contented work force. I therefore recommend (a) employees available for work, and no work available for them, will be permitted to work two shifts on Saturday and Sunday, payments for these shifts to be governed by the terms of agreement; (b) if work is available and an em-

ployee is not available, he will not be permitted to work a second shift on above mentioned days.

8. I recommend that no employee will be permitted to work seven shifts in any work week until all available employees have completed six tours of work.

9. I recommend that vacation pay continue on percentage basis with a day's pay for a day's vacation to be the minimum.

10. I join with my fellow members in recommending the following revision of Article 22 dealing with discipline. I recommend as follows:

No trainman shall be disciplined or dismissed until the charge or charges against him have been investigated by the company.

Following such investigation, if disciplinary action is contemplated by the company, the trainman shall be notified of such charge or charges by registered mail.

If he wishes to dispute such charge or charges or any of them and so advises the company in writing within 10 days after he receives notice of the charge or charges, he shall be granted a formal hearing before a properly designated official of the company at which, represented by either himself or a fellow employee, he shall be entitled to hear the evidence of all the witnesses on which the company is relying and, if he wishes, to cross-examine such witnesses and to call evidence in rebuttal.

At least five days prior to such formal hearing he shall be entitled to receive copies of all statements taken by the company from the witnesses on whose evidence the company proposes to rely at the hearing.

The company shall render its decision within 15 days of the hearing and, if the trainman is not satisfied with this decision, he may appeal under the grievance procedure provisions of this agreement at any time within a period of 30 days of the date on which he receives written notice of the company's decision.

On request the general chairman shall be shown all the evidence of the case.

If the discipline or dismissal imposed by the company is found, on appeal, to be unjust, the trainman will be exonerated, reinstated if dismissed, and paid a minimum day for each 24 hours of time he was held out of service at schedule rates for the class of service in which he was last employed.

When trainmen are to be disciplined, the discipline shall be put into effect within 30 days of the date on which the trainman's right to contest the same has expired, been waived, or otherwise ceased to be outstanding. It is understood that the investigation and the hearing, if necessary, will be held as quickly as possible, that the layover time

will be used as far as practicable, and that trainmen will not be held out of service pending the rendering of a decision except in cases of dismissable offences.

## Part XI—Sundry Comments

I presume it is incumbent upon me to indicate, in some way, where the needed revenues to meet the pension and other recommendations may be obtained. Was there a clue to the problem suggested in the evidence of R. E. Cromwell, general solicitor for the Dominion Coal Company when on June 21, 1961, while before the Standing Committee on Railways, Canals and Telegraph Lines, he said at page 229 of the report:

Mr. Cromwell: We are paying those pensions now, even though the company is losing money. When the Cumberland Railway takes over the S and L Railway, this would give the Cumberland a source of revenue with which to pay these pensions, which they do not have now.

Another very significant remark of Mr. Cromwell was in answer to a question put to him by Mr. Baldwin on page 232:

Mr. Baldwin: Have you any idea what the benefits are that accrue to the company by reason of the Maritime Freight Rates Act?

Mr. Cromwell: The company has received several millions of dollars. I could not give you the exact figure.

It is a matter of record, that up to 1961 approximately 25 millions of dollars had been received by the company.

That pensions are a recognized part of the cost of railway operations cannot be gainsaid. I believe that the company has a right to apply to the Board of Transport Commissioners for such rate increases as will be designed to meet the extra burden of the pension scheme recommended by us. It may be in point to quote from the decision of A. S. Kirk, one of the Commissioners of the Board of Transport Commissioners for Canada. In his decision, dated March 31, 1964, Mr. Kirk dealing with the company's application for increase in its rates, said *inter alia*:

I consider that Cumberland's profit and loss position over the years as shown by this historical record is useful in determining what amount the board should allow for profit or surplus in the present circumstances, and having regard, thereto, and the nature and extent of Cumberland's operations, and the fact that it has no investment in the railway or other fixed assets or rolling stocks and pays rentals to the owners thereof, the amounts of which are set by the owners and are included in the expenses of Cumberland that are being allowed herein, I would allow for rate-making purposes a surplus of \$100,000 (\$200,000 before taxes) which, in my view, would be a reasonable amount to allow.

I would also respectfully suggest that a reading of the testimony given by company representatives on Bill S19, would lead to the conclusion that they held to the view that the net cost of, for example, pension costs as shown in the company's special report might, after income tax, be reduced by approximately 50 per cent of the figures shown in this report.

It is common ground that what I have recommended is applicable to the other Brotherhoods having contractual relations with the company. In this regard it is well to remember that, insofar as the Brotherhood of Locomotive Firemen and Enginemen is concerned, the introduction of this pension plan at 65 will, in the course of the next few years, eliminate approximately 32 firemen, who will not be replaced. This will mean a very substantial saving to the company. Indeed, upwards of nine men would cease to work at the end of this year if this plan were put into effect, and these would not be replaced. As things are now, there is no legal justification to dismiss men who are over 65, but who cannot be proven to be incompetent in their work.

I feel that the company is now relieved of the great fear that it undoubtedly held at the time of our sessions in Sydney, namely, that any such pension scheme as was sought by the Brotherhood, would also be demanded by the miners. Those employees have looked for their benefits in a health and welfare plan, whereas, the railway employees preferred to have their benefits in the direction of the CN contributory pension plan.

I do not consider that it was within the purview of our reference that we discuss the forthcoming Canada Pension Plan. This plan was brought before us unilaterally by the company almost at the eleventh hour. Their proposal was to rescind, as stated earlier, all former proposals, but to offer some form of pension for the next 10 years, until the Canada Pension Plan was in full swing. With great deference, I do not treat this suggestion as worthy of consideration in our attempt to conciliate the dispute. Even if both parties were agreeable that we should deal with the implications of that plan (and the Brotherhood most definitely was opposed to this), our limited knowledge of the said plan and its ramifications must deter us from making any recommendations concerning it, or arising out of it.

## Part XII—Conclusion

It is a matter of regret to me that I find it necessary to differ with the distinguished chairman of this board and the learned representative of the company. As already intimated, the conclusions that I have reached

(Continued on page 972)

# Legal Decisions Affecting Labour

*Dismissing motion for certiorari, Manitoba Court of Queen's Bench upholds Board's certification order. Quebec Court of Queen's Bench denies writs of prohibition against Labour Board*

In Manitoba, the Court of Queen's Bench dismissed a motion for *certiorari*, and upheld the Labour Relations Board's order certifying Local 832 of the Retail Clerks Union as a bargaining agent for the employees of Payfair Stores Ltd. The court did not find anything in the proceedings before the Board that would substantiate the company's contention that the Board, in certifying the union, acted without jurisdiction, or contrary to principles of natural justice.

In Quebec, the Court of Queen's Bench dismissed applications for writs of prohibition to stop certification proceedings before the Labour Relations Board, and held that the Board, in cancelling the certification order and in ordering new hearings, acted within its jurisdiction.

## Manitoba Court of Queen's Bench . . .

**. . . finding certification proceedings not contrary to natural justice, upholds order**

On February 24, 1965, Mr. Justice Dickson of the Manitoba Court of Queen's Bench, dismissed a motion for an order of *certiorari* to quash the Labour Relations Board's order certifying Retail Clerks Union, Local No. 832, as bargaining agent for employees of Payfair Stores Ltd. The certification order was upheld on the ground that the Board, in certifying the union, acted within its jurisdiction, and there was no denial of natural justice in the proceedings before the Board.

On April 14, 1964, the union applied to the Board to be certified as bargaining agent for "all employees of the Retail Outlets of Payfair Stores Limited in Winnipeg, Man. save and except those excluded by the Act". The application gave the approximate number of employees as 27 in the unit; 18 of whom the union claimed to be members in good standing.

On April 20, 1964, the company was charged under the Manitoba Labour Relations Act with various unfair labour practices. The trial took place before Cousley, P.M., in the provincial police court and, on May 12, 1964, the charges were dismissed.

On April 20 and 21, nine employees informed the Board, by letter, of their intention to withdraw from union membership. The Board advised the company and the union of the contents of the letters, without disclosing the names of the signatories.

Hearings before the Board took place between May 28 and October 8, 1964, and for five days the Board heard evidence and arguments relative to the issues involved.

On October 15, 1964, the Board certified the union as bargaining agent in consideration "that a majority of the employees in the designated unit were, at the date of the application, members in good standing of the applicant trade union." The Board's decision also stated that "the Board heard evidence and arguments relative to the issues involved."

The company moved for an order of *certiorari* to quash the certification on the ground that the Board acted contrary to the essential principles of natural justice, exceeded its jurisdiction, and acted without jurisdiction. In particular, the company claimed that the Board failed to give consideration to evidence before it of the resignation of nine employees from the union and, in certifying the union, acted contrary to the wishes of the majority of the employees; that the Board refused to allow the company access to the names of the nine employees who resigned from the union; that the Board refused to allow counsel for the company to question witnesses as to whether they were members of the union; that the Board entered upon an inquiry as to whether the company had been engaging in unfair labour practices when the Board was aware that the charges against the company had previously been dismissed by a court of competent jurisdiction.

In considering the motion for *certiorari*, Mr. Justice Dickson referred to the following provisions of the Labour Relations Act:

S. 9(2) Where, pursuant to an application for certification under this Act by a trade union, the board has determined that a unit of employees is appropriate for collective bargaining

(a) If the board is satisfied that, at the date of filing of the application, a majority of the employees in the unit were members in good standing of the trade union; or

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

(b) If the board, as the result of taking by it of a vote of the employees in the unit, is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf; the board, in its absolute discretion, may certify the trade union as the bargaining agent of the employees in the unit.

Further, Mr. Justice Dickson stated that, at the date of the filing of the application for certification on April 14, 1964, a majority of the employees in the unit were members of the union. The company's complaints related to the resignations from the union that occurred after the date of application. The record, for the purposes of the case at bar, consisted of the application for certification, and the Board's decision. In his view, there was nothing on the face of the record to warrant the conclusion that the Board acted without, or in excess of, jurisdiction.

Next, Mr. Justice Dickson considered the company's contention that the Board, which exercises judicial or quasi-judicial functions, failed to observe what have been called the rules of natural justice and, therefore, there was ground for *certiorari* to quash the Board's decision. This raised the broad question whether the decision reached by the Board was arrived at with due regard to the principles of natural justice; whether the methods adopted by the Board for resolving the dispute were fair and reasonable.

Referring to the statements made regarding the application of rules of natural justice to the proceedings before the administrative tribunals in *Russell v. Norfolk (Duke)*, 1 A11 ER109 and in *Local Govt. Board v. Arlidge* (1915) AC 120, Mr. Justice Dickson stated that the duty of a body exercising judicial or quasi-judicial functions is to listen fairly to both sides and to give fair opportunity to the parties in the controversy to present their cases adequately, and to correct or contradict any relevant statement prejudicial to their views. In his view, the Board in the case at bar, in the conduct of the hearing, met this test.

Mr. Justice Dickson referred to the case of *Reg. v. Ont. Labour Relations Board; Ex Parte Taylor* (L.G. 1964, p. 410), in which Chief Justice McRuer emphasized the importance of keeping firmly in mind the purpose of the legislation, and not to lose sight of the true function of the Board, in the following terms:

The paramount purpose of the legislation, insofar as it affects this case, is to provide for the selection of a bargaining agent for the employees that has the support of the majority of the employees of the bargaining unit, and the function of the Board is to provide a process by which the employees can express their wishes in a democratic manner through a properly regulated vote by secret ballot. The Legislature has conferred on the Board jurisdiction to decide all matters of law and fact leading up to certification, and its decisions are not reviewable

by me unless it can be demonstrated that the Board, by its conduct, has done something in the purported exercise of its jurisdiction to deprive it of jurisdiction to continue in the matter. The Board cannot act arbitrarily. It must perform its duties according to the scheme and purpose of the statute.

Afterwards, Mr. Justice Dickson reviewed the company's four complaints.

The first was that the Board failed to give consideration to evidence before it of resignations from the union of nine employees. In the opinion of Mr. Justice Dickson, there was no evidence to support this contention. He admitted that the Board had the duty to carry its scrutiny of the bargaining unit down to the time of the hearing. Counsel for the company referred to the words "at date of application" in the Board's decision and argued that the Board, thereby, acknowledged its failure to consider events after the date of application. It appeared to Mr. Justice Dickson that there are two answers to this contention. The first, that the Board's certification of a trade union as bargaining agent must rest on either the result of a vote of employees (Sec. 9(2)(b) of the Labour Relations Act) or upon the Board being satisfied that, as at the date of filing the application, a majority of the employees were members of the union (S. 9(2)(a)). The second answer lies in the fact that the effect of the purported resignations was one of the issues before the Board. In its decision, the Board stated that it "heard evidence and argument relative to the issues involved." In the opinion of Mr. Justice Dickson, it was not for the court to sit in appeal and rehear the case. The weight of evidence is solely for the board. A misdirection by the tribunal to itself in considering the evidence, or a wrong decision by a tribunal in a point of law, are not grounds on which the court can grant *certiorari*.

Furthermore, Mr. Justice Dickson added, S. 59(1)(h) of the Act specifically provides that, in any proceeding before the Board, a question arises as to whether a person is a member in good standing of a trade union, "the board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act." He concluded that he was satisfied that the Board entered upon an inquiry concerning the nine purported resignations, and that it gave full consideration to the nine letters; that the Board gave the company and the employees an opportunity to make such representations and to adduce such evidence as it or they might be advised in order to prove that the union did not have the support of the majority of the employees. Also, the judge noted that the Board held a hearing "to hear evidence as to whether or not any unfair labour practices have taken place that would affect the de-

cision as to whether or not a vote will be ordered." The Board considered whether or not there should be a vote of employees. In the opinion of Mr. Justice Dickson, a wrong decision by the Board on this point (he was not implying that a wrong decision was reached) was not a ground for *certiorari*.

Next, Mr. Justice Dickson considered the company's complaint that the Board's refusal to divulge the names of the signatories to the seven letters of the employees in which they indicated their resignation from union membership constituted a denial of natural justice. In this respect, he stated that subject to the statutory direction contained in the Labour Relations Act, and to the rules of procedure passed by the Lieutenant-Governor in Council and binding upon the Board and the general public, the conduct of the Board's proceedings rest very substantially with the Board. The Board's rule of procedure No. 6 reads in part:

6(1) Concurrently with the filing of an application for certification of a bargaining agent, the applicant shall file with the Board the material, duly certified by its secretary or other authorized officer, upon which it relies to establish its right to certification and such material shall include:

(a) a list in duplicate showing the name, address and classification of each affected employee who is a member in good standing of the applicant; . . . .

(2) Membership lists, union records and minutes of meetings filed by a trade union shall not be open to inspection by any other party to the proceedings.

Rule 8 requires an employer, served with a notice and application for certification, to file with the Board a complete nominal roll of his employees. Subsection (4) of that rule says: "Nominal rolls filed under this Rule shall not be open to inspection by any party to the proceeding."

It was within the context of these two rules that the Board refused to divulge the names of the writers of the seven letters. Counsel for the company argued that, if he had been furnished those names, he could have called those persons as witnesses and, lacking them, he was denied the opportunity to present his case adequately. Mr. Justice Dickson admitted that Rule 6 speaks of membership lists, whereas the company's complaint dealt with letters of resignation. In his view, the intention of Rule 6, subsection (2), is to shield from disclosure the names of employees who become union members, presumably to protect such employees from possible intimidation or coercion at the hands of an employer. This is in harmony with the provisions for vote by ballot contained in the rules that are designed to protect the employee from undue pressure from either the union or the employer. It appeared to Mr. Justice Dickson, consistent with such

provisions, for the board to continue to preserve the cloak of anonymity when the board receives from employees, letters indicating a desire to resign from the union. By so doing, the employee is sheltered from pressure at the hands of the union. Mr. Justice Dickson concluded that, in divulging the names, the Board would be breaching the spirit, if not the express letter, of Rule 6 of the rules to which the Board is subject.

Another company complaint was the refusal of the Board to permit the company counsel to cross examine witnesses to determine whether they were union members. In rejecting this complaint, Mr. Justice Dickson stated that the avowed purpose of the Act is "to promote equitable relations between employers and employees." In his view, it is difficult to conceive a situation less likely to achieve this purpose than to subject employees to cross examination in public by the company counsel on whether they are or were members of the union. In *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174) before the Supreme Court of Canada, references were made to the right of cross examination of witnesses before administrative boards. However, the essence of the *Globe Printing* decision lay in the refusal of the Board to hold a hearing to determine whether the applicant represented the necessary percentage of employees. Mr. Justice Dickson noted that in the case at bar, there was not a refusal to hold such a hearing, but the refusal to permit counsel for the company to ask certain questions during the course of the hearing. In *Re Jackson and Ont. Labour Relations Board* (L.G. 1955, p. 326), Chief Justice McRuer stated:

Much is said about the right to cross examine witnesses who may supply evidence before an administrative board, but I do not think any of the authorities go so far as to state that all witnesses must be submitted for cross examination.

In the case at bar, Mr. Justice Dickson stated that counsel for the company was not denied the right to examine witnesses who appeared before the Board. He was denied only the right to probe concerning their union affiliation. Section 9(4) of the Labour Relations Act provides in part: ". . . the board may prescribe the nature of the evidence to be furnished to the board." In conclusion, Mr. Justice Dickson stated that the refusal of the Board to permit cross examination of witnesses to determine whether they were union members, was not a violation of natural justice.

Finally, Mr. Justice Dickson considered the company's complaint that the Board entered upon an inquiry as to whether the company had been engaging in unfair labour practices when the Board was aware that the applicant

had previously been found by a court of competent jurisdiction not to have been engaging in unfair labour practices. He noted that Sections 4, 5 and 6 of the Labour Relations Act deal with the subject of unfair labour practices. He stated that he could not conclude that the Board acted without jurisdiction, or in excess of jurisdiction, in making an inquiry respecting unfair labour practices. The purpose may have been to determine whether the purported letters of resignation were voluntarily sent or elicited through coercion, or whether there was or was not such a real doubt regarding a majority of employees approving certification of the union as would warrant a ballot.

Further, Mr. Justice Dickson stated that whatever may have prompted the board to enter upon the inquiry, it was acting within its express jurisdiction and in no respect was it prevented from so doing by Cousley, P.M.'s finding that related to an inquiry for a different purpose with a different standard of proof and different witnesses.

In conclusion, Mr. Justice Dickson upheld the certification order on the ground that the Board acted within its jurisdiction and in no way breached the rules of natural justice. *Payfair Stores Ltd. v. Retail Clerks Union Local No. 832 and Manitoba Labour Board*, (1965) 51 W.W.R., Part 8, p. 472; CCH, Canadian Labour Law Reporter, para. 14,061.

## Quebec Court of Queen's Bench . . .

### . . . upholds Labour Relations Board's right to cancel certification, order new hearing

On June 26, 1964, the Quebec Court of Queen's Bench upheld the decision of the Superior Court and refused to grant three writs of prohibition against the Quebec Labour Relations Board. The Court held that, when the Board, by an oversight, certified a union as a bargaining agent for employees of another employer than the one referred to in the union's application, the Board, in cancelling its decision and ordering new hearings, did not exceed its jurisdiction and, therefore, the granting of a writ of prohibition was not justified.

Apparently, three unions applied for certification as bargaining agents for employees of Pierre Desmarais. By mistake, the certification granted by the Board covered the employees of Pierre Desmarais Inc., instead of employees of Pierre Desmarais. When the union noticed the mistake, it withdrew from certification and, thereupon, the Board cancelled its certification order, fixed the date for rehearing of the original applications for certification, and informed the proper employer, that is, Pierre Desmarais, accordingly.

When new hearings before the Board started, Pierre Desmarais applied to the Superior Court for writs of prohibition to stop the proceedings before the Board. The Superior Court refused the request and its ruling was appealed to the Court of Queen's Bench.

On appeal, Mr. Justice Bissonnette, in his reasons for judgment, referred to two documents on which the appellant based his contention of excess of jurisdiction on the part of the Board.

The first document was the renunciation by the union of its certification issued October 21, 1963 as a bargaining agent for the employees of Pierre Desmarais Inc., and the request for the hearing of its application for certification as a bargaining agent of the employees of Pierre Desmarais.

The second document was the decision of the Labour Relations Board on November 20, 1963 cancelling its previous certification order and restoring the situation to the time when the original requests for certification were made.

Desmarais claimed that the Board exceeded its jurisdiction for the following reasons:

(1) Before rendering its decision of November 20, 1963, the Board should have given the interested parties at least five days' notice to allow them to be heard.

(2) The Board had no valid legal reason for cancelling the certification order of October 21, 1963.

(3) The Board, having rendered its certification order of October 21, 1963, was without jurisdiction to reconsider the same applications for certification and to summon the parties to attend the hearings before the Board that would result in new orders on the subject matter already decided by the Board.

In the opinion of Mr. Justice Bissonnette, the Board did not exceed its jurisdiction. Pursuant to Section 41 of the Labour Relations Act (R.S.Q. 1941, ch. 162A)\*, the Board may, for cause, revise or cancel its decision. In his view, no cause could be more decisive than the correction of the Board's own error. The Board had a duty to correct such an error, even on its own initiative. Further, when the Board issued a certification order with regard to Pierre Desmarais Inc., it did not impose on Pierre Desmarais, as such, any obligation and did not deprive him of any right. Because of its error, the Board acted as if Desmarais was not a party before the Board.

Further, Mr. Justice Bissonnette held that, by giving to the renunciation of certification by the union a retroactive effect, the Board placed the parties concerned in the position they were in when the original applications for certification were made. As Pierre Desmarais did not acquire any rights, the Board

\* At present Section 117 of the Labour Code (1964, 12-13 Eliz. II, ch. 45).

had not done any wrong to him; consequently, Section 41b\* of the Labour Relations Act regarding five days' notice before rendering a decision on the cancellation, was not applicable. Further, the appellant had no sufficient legal right to apply for prohibition. Such application could be made only by those who acquired some advantages, or who were wronged by cancellation of the decision. Finally, as the Board can always, for cause, cancel its decision, therefore it had the power

to do so when an application was made to this effect.

The Court, in a unanimous decision, rejected the appeal and upheld the right of the Labour Relations Board to cancel its decision and to start the certification proceedings. *Desmarais v. Commission de Relations Ouvrières de la Province de Québec, et Montreal Printing Pressmen and Assistants' Union, Local 52, et Pierre Desmarais Inc.*, . . . R.J.B.R., No. 4, p. 269.

## Recent Regulations under Provincial Legislation

*Alberta issues new general vacation order and revises 11 special minimum wage and hours of work orders for particular industries*

### Alberta Labour Act

The Board of Industrial Relations has issued a new general vacation order, and has revised the minimum wage order for female telephone operators in small exchanges, and the hours of work and minimum wage orders for commercial travellers, truck drivers and the taxicab and ambulance industries. Six other special hours of work and minimum wage orders for particular industries were also revised. The new orders were gazetted on July 31.

The new vacation order will go into force on January 1, 1966 replacing a general vacation order issued in 1958, and three special orders governing vacations with pay in the coal mining industry, the building construction industry and the highway, pipeline and heavy construction industries.

Five of the hours of work and minimum wage orders—those covering employees in highway construction, geophysical exploration, oil well service, land surveying and the logging and sawmill industries—amend previous exemptions from the general hours and overtime standards. In the revised orders, maximum monthly hours at straight-time rates have been reduced from 208 to 191 hours, with corresponding amendments in the overtime requirements. These changes were introduced because the 44-hour weekly standard, now in effect in places with a population of over 5,000, is to be extended to all parts of the province on January 1, 1966.

### Annual Vacations (Alta. Reg. 385/65)

The new general vacation order will go into force on January 1, 1966. It will apply to all employees in the province except farm workers, domestic servants, employees employed for eight hours or less a week, insurance agents, real estate agents and sales-

men, stock and bond salesmen, and commercial travellers paid entirely on a commission basis.

The main provisions of the new order are similar to those in the general vacation order issued in 1958. Employers are required to give employees two weeks' annual vacation with regular pay after a year of employment. To be entitled to an annual vacation with pay, an employee must have worked at least 90 per cent of the regular working days in the establishment.

The annual vacation must be granted not later than 12 months after the date of entitlement, and the employee must be paid his vacation pay at least one day prior to the beginning of the annual vacation.

An employee who has worked less than the prescribed working time for a year's service and continues to work for the same employer is entitled to an annual vacation on a *pro-rata* basis.

If employment is terminated during a working year, every employee, whatever his length of service, must be given vacation pay in an amount equal to 4 per cent of his regular pay for the period of employment. Under the earlier general order, an employee had to work at least 30 days in order to be eligible for vacation pay on termination of employment.

The main impact of the new order will be on employees in the coal mining and building construction industries. Instead of one holiday with pay at the basic daily wage for every day worked in a calendar month, coal miners who have met the prescribed service requirements must be now granted two weeks' annual vacation with pay.

The stamp system of vacation pay credits currently in effect for the building construction industry will be dropped, effective January 1, 1966. After that date, employees must be given an annual vacation if they

\* At present Section 118 of the Labour Code (1964, 12-13 Eliz. II, ch. 45).

have fulfilled the required service requirements, or vacation pay if their services are terminated.

#### **Telephone Operators (Alta. Reg. 395/65)**

The order for female telephone operators in exchanges serving fewer than 100 lines set a minimum wage of 75 cents an hour, effective September 1, 1965. This rate is to be increased to 85 cents an hour on January 1, 1966 and to 90 cents on July 1, 1966. The previous minimum was \$26 a week for employees who regularly worked 40 or more hours a week and 65 cents an hour for part-time employees.

In places where operators are customarily on duty between 10 p.m. and 8 a.m., and are provided with sleeping accommodation on the premises, 10 hours on duty will again be considered the equivalent of eight hours of work.

Part-time operators are to receive a minimum of two hours' pay even though they do not work two hours.

#### **Taxicab Industry (Alta. Reg. 404/65)**

#### **Ambulance Industry (Alta. Reg. 405/65)**

The revised orders for both the taxicab and ambulance industries increased the minimum wage of taxicab drivers, and ambulance drivers and attendants, from 85 cents to \$1 an hour, effective September 1. For any period of employment of less than four consecutive hours, the minimum is now \$4 instead of \$3.40.

Employees in these industries are again exempted from the hours provisions of the Act, and from the overtime provisions of the general minimum wage order (179/65) by being permitted to work up to 10 hours in a day and 60 hours in a week at straight-time rates. Time and one-half must, however, be paid for work in excess of these limits.

In the ambulance industry, if employees are customarily on duty between 6 p.m. and 8 a.m. and are provided with adequate sleeping accommodation, 14 hours on duty may again be considered the equivalent of 10 hours of work.

These industries are again exempted from the general hours of work order requiring split shifts to be confined within a 10-hour period immediately following commencement of work in places with a population of over 5,000, and within a 12-hour period in the smaller centres. In the taxicab industry, a 12-hour shift is again permitted in all parts of the province. In the ambulance industry, hours of work must be confined within a 14-hour period if employees are employed between 6 p.m. on any day and 8 a.m. on the following day, and within a 12-hour period if drivers are employed during the day.

#### **Commercial Travellers (Alta. Reg. 402/65)**

The revised order for commercial travellers increased the minimum weekly wage from \$34 to \$40, effective September 1. As before, this minimum rate applies not only to commercial travellers employed by wholesalers, but to commercial agents and salesmen employed by them, to car, truck and bus salesmen, and to salesmen who sell mobile homes, farm machinery or heavy duty construction and road construction equipment.

These employees continue to be exempt from the hours and overtime provisions of the Act and general orders, which means that employers need not record their hours and are not obliged to pay them overtime.

#### **Trucking Industry (Alta. Reg. 400/65)**

The new trucking industry order, which went into force on July 31, the date of publication, applies to all truck drivers employed on trucks of 2,000 pounds net weight or over, and to truck drivers' helpers or swampers. The only exceptions are employees covered by an industrial standards schedule, and persons solely engaged in the trucking industry within the corporate boundaries of any city.

Employees covered by this order may be required to work up to 10 hours in a day and 50 hours in a week on a straight-time basis, provided that working hours are confined within a 12-hour period immediately following commencement of work. Under the previous order, the hours of employees working on split shifts did not have to be confined within a 12-hour period if the employer provided them with free living accommodation approved by the Board of Industrial Relations.

A new feature is that the Board may now approve plans providing for different hours and days of work for the trucking industry, or for the payment of wages on a mileage basis or some other basis or both.

#### **Geophysical Exploration (Alta. Reg. 397/65)**

#### **Oil Well Service (Alta. Reg. 403/65)**

The revised orders for the geophysical exploration and oil well service industries permit field employees to work up to 191 hours in a month on a straight-time basis. Time and one-half the regular rate must be paid for all hours worked in excess of 191, except in the first or final month of employment when the premium rate is payable for all hours in excess of 9 in a day or 44 in a week, whichever is greater.

As before, certain categories of employees whose duties are of a supervisory nature are exempted from the hours and overtime provisions.

### **Pipeline Construction (Alta. Reg. 399/65)**

As before, the order for the pipeline construction industry takes into consideration both the part of the industry that is organized and the part that is not. The principle again followed is that the general hours and overtime standards will apply unless a collective agreement has been entered into establishing a 40-hour week.

The order provides that normal hours of work in the pipeline construction industry will be 8 in a day and 44 in the week, or the hours fixed by collective agreement where such hours are 40 in a week and a daily maximum in excess of 8. Time worked in excess of 9 hours in a day or 44 in a week, whichever is greater, or in excess of the hours established by collective agreement, must be paid for at the rate of time and one-half the regular rate. This premium rate is also payable for time worked on a day of rest.

### **Highway Construction (Alta. Reg. 396/65)**

Effective January 1, 1966, employees in the highway construction industry may be required to work up to 10 hours in a day and 191 in a month on a straight-time basis. Overtime must be paid for all time worked in excess of these limits.

### **Land Surveying (Alta. Reg. 401/65)**

Effective January 1, 1966, field employees in the land surveying industry may also be required to work up to 191 hours in a month at straight-time rates. Overtime will be payable for all time worked in excess of this monthly limit, and for all hours worked during the employee's days of rest. If an employee works less than 191 hours in either his first or final month of employment, he must be paid the overtime rate for all hours in excess of 44 in a week.

Party chiefs and assistant party chiefs are again exempted from the hours and overtime provisions.

### **Logging and Sawmill Industry (Alta. Reg. 398/65)**

The order for the logging and sawmill industry applies in rural districts more than 10 miles from any cities, or in towns and villages with a population of less than 1,000.

It permits employees in rural areas to work up to 9 hours in a day and 191 hours in a month at straight-time rates during the period from November 1 to March 31. With the approval of the Board, hours may also be extended during the period June 1 to October 31 in areas where, because of climatic conditions, operations cannot be carried on during the winter months.

Employees who work beyond the prescribed limits must be paid overtime for all time

worked in excess of 9 hours in a day or 191 in a month, whichever is greater.

### **Orders Rescinded**

Three orders permitting elevator repair crews and employees on irrigation projects to work longer hours during specified periods of the year were repealed, effective January 1, 1966 by Alta. Reg. 386/65 gazetted on July 31.

The repeal of these orders (Alta. Reg. 369/57, Alta. Reg. 383/57 and Alta. Reg. 367/57) means that, after January 1, the general hours standard—8 in the day and 44 in the week—will apply to these employees.

### **Manitoba Licensed Practical Nurses Act**

In Manitoba, new regulations under the Licensed Practical Nurses Act raising the minimum gross fees and minimum salaries of practical nurses were gazetted on July 31 as Man. Reg. 69/65 and went into force on August 1.

The minimum gross fee to be charged by a licensed practical nurse who is hired on a daily basis has been increased to \$11 for an 8-hour day and \$14 for a 10-hour day. The minimum gross fee for a 12-hour day is now \$17 and for a 20-hour day, \$20.

The minimum salary of a licensed practical nurse paid on a monthly basis has been increased from \$215 to \$230 a month. The minimum for a practical nurse holding a provisional licence was also increased by \$15 to \$220 a month.

A licensed practical nurse employed by the month or other period in excess of a month may not be required to work more than 8 hours in a day or 80 hours in any two-week period. If hours are exceeded, she must now be recompensed at the regular rate.

### **Ontario Pension Benefits Act**

The Ontario Pension Benefits Act, 1965, was proclaimed in force on July 30, and the first regulations issued under the new Act were gazetted on August 7 as O. Reg. 188/65.

The regulations set out the information to be included in annual returns in respect of registered pension plans, and also placed certain restrictions on the types of investments that may be made with funds of registered pension plans.

### **Ontario Workmen's Compensation Act**

New regulations under the Ontario Workmen's Compensation Act set out the information to be included with applications for independent operator coverage.

The new regulations (O. Reg. 176/65) were gazetted on July 24.

## NATIONAL EMPLOYMENT SERVICE

# Monthly Report of Placement Operations of the National Employment Service

*Number of placements in August was 121,600, an increase of 9.1 per cent over August 1964 and 2.9 per cent above the average for the past five years. Cumulative total since January, 795,000*

Local offices of the National Employment Service reported 121,600 placements during August, 9.1 per cent more than in August 1964. This total was 2.9 per cent above the average for the month of August during the previous five years.

The regional distribution of August placements and the percentage change from August 1964 were:

Atlantic .....	7,900	+15.2
Quebec .....	26,700	+12.2
Ontario .....	42,500	+ 5.6
Prairie .....	20,500	+19.1
Pacific .....	23,900	+ 2.8
Canada* ....	121,600	+ 9.1

Regular placements (those with an anticipated duration of more than six working days) totalled 82,900, an increase of 13.8 per cent over August 1964. The proportion of regular placements to all placements increased from 65.4 per cent in August 1964 to 68.2 per cent for August 1965. This is the highest ratio recorded for the month of August since 1957.

The cumulative total of all placements from January to August 1965 was 795,000, an increase of 2.8 per cent over the same period in 1964.

The regional distribution of cumulative totals, and the percentage changes from 1964 were:

Atlantic .....	57,100	+4.3
Quebec .....	206,600	-3.3
Ontario .....	271,800	+3.6
Prairie .....	148,200	+5.7
Pacific .....	111,300	+8.9
Canada .....	795,000	+2.8

Male placements totalled 78,600, an increase of 12.5 per cent over August 1964, with all regions participating in the increase. Regular placements at 52,200 increased by 20.0 per cent, while casual placements decreased by 7.2 per cent.

The regional distribution of male placements and the percentage change from 1964 were:

	August 1965	Jan.-Aug. 1965
Atlantic	5,500 +28.6	39,300 + 5.2
Quebec	18,500 +14.0	150,200 - 2.6
Ontario	26,400 + 5.8	181,200 + 4.8
Prairie	14,400 +19.6	104,600 + 7.1
Pacific	13,900 +11.8	71,200 +17.0
Canada*	78,600 +12.5	546,500 + 4.5

Female placements at 42,900, increased by 3.4 per cent over August 1964, with only the Atlantic and Pacific regions recording decreases.

The regional distribution of female placements, and the percentage change from 1964 were:

	August 1965	Jan.-Aug. 1965
Atlantic	2,400 - 6.6	17,800 +2.5
Quebec	8,200 + 8.4	56,400 -5.3
Ontario	16,100 + 5.3	90,600 +1.3
Prairie	6,100 +18.0	43,600 +2.4
Pacific	10,000 - 7.6	40,100 -3.1
Canada*	42,900 + 3.4	248,400 -0.7

Placements involving the movement of workers from one area to another totalled 6,700. This was an increase of approximately 2,000 over August 1964. The proportion of such transfers to total placements increased from 4.2 per cent in August 1964 to 5.5 per cent in 1965.

Transfers-out, by region, were:

Atlantic .....	700
Quebec .....	2,100
Ontario .....	2,700
Prairie .....	300
Pacific .....	900
Canada .....	6,700

Employers notified local offices of the National Employment Service of 163,600 vacancies during August 1965, an increase of 14.2 per cent from August 1964. This figure was also 13.8 per cent above the average for August in the previous five years.

The increase in demand for male workers was common to all regions, with the total of 102,800 vacancies for men being an increase of 18.3 per cent over August 1964. Vacancies for women totalled 60,900, an increase of 7.8 per cent over August 1964, with the only decrease being recorded in the Pacific region.

The cumulative total of vacancies for the January to August period was 1,048,900. This was an increase of 5.7 per cent over the same period in 1964, and the highest number recorded for any comparable period since 1947.

\* Imbalances are due to rounding.

# Monthly Report on Operation of the Unemployment Insurance Act

*Claimants for benefit at end of July down 10 per cent from a year ago, but up slightly from June 30. Male claimants 58 per cent of total, compared with 63 per cent in July 1964*

Claimants for unemployment insurance benefit on July 30 numbered 184,400, slightly more than 180,700 reported for June 30, but about 20,000, or 10 per cent, less than the total of 205,300 on July 31 last year.

The increase during July was made up of females, but the decrease compared with a year ago was accounted for by a reduction in the number of claimants. Males made up only 58 per cent of the total claimants on July 30, compared with 63 per cent on the corresponding date last year.

## Initial and Renewal Claims

There were 86,100 initial and renewal claims during July, compared with 72,000 in June and 108,900 in July 1965.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 118,200 for July, 152,800 for June and 135,200 for July 1964.

Benefit payments amounted to \$11,800,000 in July, \$16,200,000 in June and \$14,100,000 in July 1964.

The average weekly payment was \$23.83 in July, \$24.14 in June and \$23.67 in July 1964.

## Insurance Registrations

On July 31, insurance books or contribution cards had been issued to 4,431,316 employees who made contributions to the Unemployment Insurance Fund since April 1.

An increase of about 12,000 in the number of claimants in Ontario during July was partly offset by declines elsewhere in Canada. In comparison with a year earlier, there were fewer claimants in all provinces except Manitoba, where there were slightly more. The increase in Ontario was connected partly with layoffs in manufacturing, either for annual vacations or model changeover.

Some 32,800 persons were separated from

On the same date, registered employers numbered 340,800, a decrease of 144 since June 30.

## Enforcement Statistics

During July, 8,276 investigations were conducted by enforcement officers across Canada. Of these, 5,646 were spot checks of claims to verify the fulfilment of statutory conditions, and 711 were miscellaneous investigations. The remaining 1,919 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 309 cases, 113 against employers and 196 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 744.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled \$33,597,133.92, compared with \$31,644,007.71 in June and \$30,367,926.63 in July 1964.

Benefits paid in July totalled \$11,828,778.54, compared with \$16,329,491.12 in June, and \$14,085,931.99 in July 1964.

The balance in the Fund on July 31 was \$59,804,362.20, on June 30 it was \$38,036,006.82, and on July 31, 1964, it was \$558,509.40.

\* These do not necessarily relate to the investigations conducted during this period.

employment and filed initial claims (excluding claims from persons exhausting benefit and seeking re-establishment of credits) for benefit during June, in comparison with 37,800 during June 1964. Three quarters of the claims during June were in Quebec and Ontario, where claims from persons separated from employment in manufacturing accounted for about a third of the total claims for the whole country.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2476, March 11, 1965

### Summary of the Main Facts

The claimant filed a renewal application for unemployment insurance benefit at the Simcoe, Ont., office on September 9, 1964. He had worked as a press operator for M . . . Limited, Toronto, Ont., at an average piece rate of \$2.50 an hour from June 25, 1964 to August 21, 1964.

His reason for separation from this employment reads: I asked for my release because it's too far to drive, and I'm going back to Brantford. I have been capable and available for work since 21 Aug. 64.

In the confirmation of separation (Form UIC 479) the employer stated that the claimant had quit of his own accord.

In response to a request from the local office on September 23, 1964 for further information, the claimant replied the next day as follows:

I resided in Toronto, Ont., when I was working there. My family were living in Waterford. I came home each weekend. I could not continue paying my board in Toronto, driving a car for transportation and keeping my wife and three children in Waterford. I could have stayed on in Toronto with M . . . Limited until my recall to the plant in Brantford, but since my living expenses were so high and I did not like the Toronto area, I came home.

I had no idea when M . . . Limited in Brantford would recall me, but I knew it would be soon.

On 24 September/64, I commenced work with M . . . Limited in Brantford. All fringe benefits, such as sub, pension, hospitalization, etc., were continued by the Toronto firm, the only change was my seniority rights at the Toronto plant.

The insurance officer disqualified the claimant and suspended benefit from September 6, 1964 to September 26, 1964, inclusive, on the ground that he had voluntarily left his employment with the said company on August 21, 1964 without just cause (Section 60(1) of the Act).

The claimant appealed to a board of referees on October 5, 1964, and stated:

. . . After I was laid off from M . . . Limited in Brantford on April 10, I started working for C . . . in Brantford Monday April 13/64. After I was laid off on June 19 from C . . . I went to Toronto to try and find employment. I was successful in obtaining employment in the M . . . Limited Toronto plant as a press operator. After a few weeks employment in M . . . Limited in Toronto, I was gradually going in the hole. This was caused by keeping a home in Waterford while, at the same time, I was living and boarding in Toronto. Finally after eight weeks of this condition I asked for my release from the M . . . Limited in Toronto.

I consider this to be a justifiable reason for leaving Toronto. . . .

A board of referees heard the case in Brantford, Ont., on October 26, 1964. The claimant attended the hearing along with his representative, L. E. Jaques, who is an official of Local 458, United Automobile, Aerospace and Agricultural Workers of America (U.A.W.). The unanimous decision of the board of referees, reads:

The evidence in the submission was very carefully considered by the Board. In addition, the representation made by Mr. Jaques on the claimant's behalf was also deliberated upon.

The facts are, that the claimant, who must be given credit for trying to keep himself employed until he should be recalled by M . . . Limited in Brantford, got a job with M . . . Limited in Toronto, at a wage of approximately \$100 a week. It was brought out that his expenses were \$20 for board, and \$9 a week for transportation costs to his home in Waterford. The claimant claims to have found that his expenses in Toronto left too little for maintenance of his family at Waterford, the take-home amounting to approximately \$50-\$55 a week.

Exhibit 5, being a confirmation and separation form completed by the employer, while it confirms the facts in the submission, was also considered.

. . . The board is of the opinion that the earnings that the claimant was able to devote to the maintenance of his family, were in all the circumstances adequate for the purpose, and that he would be justified in staying on in Toronto until he was recalled to the Brantford plant on 24 September.

. . . The claimant's appeal is disallowed and the decision of the Insurance Officer is upheld.

The aforementioned Union, of which the claimant is a member, appealed to the Umpire on November 24, 1964. The appeal reads:

We are appealing on the grounds that in our opinion the (claimant) quit his job for just cause, and not in violation of Section 60 (1) of the Act. The (claimant), after a period of two months employment at M . . . Limited in Toronto, was in effect taking home earnings that amounted to less than \$1.50 an hour. We are of the opinion that no employee can be downgraded from an average of \$2.50 an hour to less than \$1.50 an hour within a matter of eight weeks.

The reason for the employee receiving less than \$1.50 an hour was because he had to maintain two places of residence, one in Waterford for his wife and family, and one for himself in Toronto. There was no point in his moving his wife and family to Toronto because he knew that he would be employed there temporarily, and would be returning to his own job when it opened up . . . at M . . . Limited in Brantford, in which he has seniority.

The Union requested an oral hearing that was held in Toronto on February 12, 1965. The appellant was represented by L. E. Jaques, and the Unemployment Insurance Commission by one of its solicitors, P. Bozowsky.

### Considerations and Conclusions

The board of referees were unanimous in deciding that the claimant had failed to prove he had just cause for voluntarily leaving his employment in Toronto, and the facts on record are sufficient to justify the board's conclusion.

According to the jurisprudence established by the umpire in several decisions, the fact that a claimant's wages are alleged to be low in relation to the cost-of-living does not, as a general rule, constitute "just cause" for voluntarily leaving his employment. This is particularly true when, as in this case, the claimant has adduced no proof to show (a) that the conditions under which he had agreed to work were not observed by his employer, and (b) that he had a definite prospect of other employment in the very near future.

In view of the above, I consider that the claimant was rightly disqualified by the insurance officer pursuant to section 60(1) of the Act. However, after taking into account that, as stated in the decision of the board of referees, the claimant "must be given credit for trying to keep himself employed" after he was laid off in Brantford, I decide to reduce the disqualification period to one week commencing on September 6, 1964.

But for the reduction of the disqualification period, the Union's appeal is dismissed.

## Decision CUB 2488, May 6, 1965

### Summary of the Main Facts

The claimant, who resides in Lindsay, Ont., filed an initial application for benefit at the Lindsay office on June 8, 1964 and was registered for employment as a printer's helper. According to the application, she had worked for R . . . Company in Toronto, from September 1962 to April 17, 1964, when she voluntarily left to accompany her husband, who wanted to obtain work outside the city. They moved on June 4, 1964. She held the occupation of machine operator with the aforementioned company and her rate of pay was \$1.30 an hour. The claim was allowed.

On November 30, 1964, the local office notified the claimant of an offer of continuing employment with B . . . Limited, Lindsay, working on looms at a wage of \$1.15 an hour, that was reported to be the prevailing rate of pay in the district for that type of work. The hours of work were eight a day

and 40 a week, night work. In regard to the claimant's non-acceptance of the offer, the local office commented:

On November 30, 1964, the employment officer offered chance of interview to the a/m claimant for employment on the night shift (11 p.m.-7 a.m.) at B . . . Limited. She did not accept. Employment considered suitable.

The local office wrote to the claimant on December 2, 1964 asking her to state her reasons for refusing the opportunity of an interview for employment. Her written reply of December 4, 1964, reads:

. . . I did not refuse an interview for employment. I refused the 11 p.m. to 7 a.m. shift. I would gladly take a day shift job at no less than \$1 an hour. Almost any type of work. For the last 12 years, I have always worked the day shift. I have never worked the night shift.

The insurance officer disqualified the claimant and suspended benefit from November 29, 1964 to January 9, 1965, inclusive, on the ground that she had, without good cause, refused or failed to apply for the employment with B . . . Limited, or failed to accept it when it was offered to her (section 59(1)(a) of the Act).

The claimant appealed to a board of referees on December 14, 1964 and stated:

. . . My reason for appeal is I feel that 11 at night to 7 in the morning is not suitable employment as you stated in your letter. Therefore, I feel I have a very strong argument on that point alone. As I have stated before, I would take most any type of work providing it was days . . .

The unanimous decision of the board of referees which heard the case in Oshawa, Ont., on January 13, 1965 reads:

The claimant did not appear before the board. No new evidence was submitted and the board reviewed the submission . . .

The board feels that permanent night work in a factory from the hours of 11 p.m. to 7 a.m. is not suitable employment for a married woman and, therefore, the board cannot agree with the reasoning of the insurance officer. The board also notes that the claimant has said she will take most any type of work provided it was days . . .

Claimant's appeal is unanimously upheld and the decision of the insurance officer is rescinded.

The insurance officer appealed to the umpire on the following grounds:

1. The board of referees erred in deciding that this claimant had established good cause for refusing to apply for, or failing to accept the opportunity for employment, of which she was notified on 30 November 1964. The only reason advanced by the claimant at that time for refusing the opportunity was that she did not wish to work on the night shift.

2. In imposing a disqualification under section 59(1)(a), the insurance officer took into consideration the jurisprudence, particularly that in CUB 1512, and decided that she had not established good cause for refusing to apply for what was otherwise suitable employment.

3. In its decision the board of referees came to the conclusion that night work in a factory from 11 p.m. to 7 a.m. is not suitable employment for a married woman. This is a very sweeping statement and appears to have overlooked the jurisprudence on this question to which the attention of the board was invited (CUBs 520, 887, 1468, 1512).

4. It will be noted that the claimant voluntarily left her employment in Toronto on 17 April 1964, for the purpose of accompanying her husband, who was taking up residence in the vicinity of Lindsay. It must have been obvious to the claimant that the opportunities of employment in Lindsay would be much less than would be available to her in the city of Toronto. At the time this offer of employment was made to her she had been unemployed 7½ months and had resided in Lindsay, or its vicinity, for six of those months. It should, therefore, have been apparent that if she was to obtain employment in Lindsay, it would be necessary for her to adapt herself to the requirements of the labour market.

5. It is submitted that on the basis of the evidence the claimant has not established good cause for refusing to apply for an opportunity in suitable employment. It is, therefore, respectfully submitted that the board of referees' decision should be reversed.

## Considerations and Conclusions

According to the jurisprudence established by the umpire in a number of cases, a married woman, as a general rule, is in the same position as any other claimant and must, therefore, adapt her home circumstances to suit the labour market.

This is particularly true when, like in this case, the claimant, after voluntarily leaving her employment in a city the size of Toronto to take up residence in an area where the opportunities of employment are substantially less, has been unemployed 7½ months and unable to secure the kind of employment she would prefer, after residing in the said area or its vicinity for six of those months.

In view of the foregoing, I consider that the employment which was notified to the claimant on November 30, 1964 is suitable, and that the reason which she advanced for refusing, or failing to apply for it, does not constitute "good cause" as required by section 59 of the Act.

I consequently decide to reverse the decision of the board of referees.

The insurance officer's appeal is allowed.

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## Conciliation Board Report

*(Continued from page 960)*

and the recommendations that I have made, have not been lightly arrived at, but are the result of the most careful study and earnest consideration of the problem presented to us. It is my sincere hope that both parties will give serious thought to my findings. The welfare of the industry, as a source of well-being to the community, must be kept constantly in mind. It is equally important that the human element—namely the labour force—must not be denied its rightful and legitimate demands. I truly believe that once the company will acknowledge the justice of

the request by the men on this territory to be able to enjoy the benefits provided by the CN plan, and if the men themselves will accept the percentage of the plan that I have recommended, that a new and proper spirit in relationship and negotiations between the company and its employees will be evident in the future. I certainly hope that such will be the case.

All of which is respectfully submitted.

(Sgd.) J. L. Dubinsky, Q.C.  
Board Member

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in August

#### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 269 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 220 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 254 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, the St Lawrence Seaway Authority, and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 2,960.00
Defence Production .....	137	1,310,626.00
Post Office .....	4	203,643.80
Royal Canadian Mounted Police .....	4	22,363.30
Transport .....	1	1,495.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made During August

During August the sum of \$930.75 was collected from three contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 32 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded During August

### DEPARTMENT OF AGRICULTURE

*Charlottetown P E I:* Douglas Bros & Jones Inc, installation of steam boiler, experimental farm research laboratory. *Near Elgin Man:* Macaw & MacDonald Ltd, construction of storage project on Elgin creek. *Winnipeg Man:* Roziere Construction Ltd, renovations to bldg for Dept of Forestry, agricultural research station. *Swift Current Sask:* M E Cook & Son Ltd, installation of steam heating system, soils laboratory bldg.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Gander Nfld:* Hal-Gan Enterprises Ltd, grading & landscaping of lots, Edinburgh ave. *Halifax N S:* Cameron Contracting Ltd, construction, site works & landscaping of housing units, FP 3/64 (phase 1). *Montreal area Que:* Vallieres & Cusson Enrg, exterior painting of units, Cloverdale Park & Delmar Court; W Collin Enrg, exterior painting of units, Montreal North; C E Frigon & Fils, exterior painting of units, St George Gardens & Place Gouin. *Pierrefonds Que:* Citadel P & H Corp, installation of hot water heating system, Cloverdale Park; Deschenes & Perreault Ltd, repairs to windows & soffits, Cloverdale Park.

*Elliot Lake Ont:* Dibb's Paint Centre, exterior painting of houses. *Oshawa Ont:* Vroom Construction Ltd, construction, site works & landscaping of units, FP 2/64. *Sault Ste Marie Ont:* S Froggett, exterior painting of units, Vets 6. *Sudbury Ont:* Barriault Painting, exterior painting of houses. *Thistletown Ont:* Noren Construction (Toronto) Ltd, construction of housing units, site improvement & sodding, FP 10/59.

*Toronto Ont:* Leslie L Solty & Sons Ltd, landscaping & site work for housing units, Warden ave, FP 9/59 (phase 1); Ram Mechanical Contractors, boiler room alterations, Greenwood Court apt. *Vancouver B C:* Imperial Construction Ltd, construction, site improvement & sodding of units, FP 5/64; R Fitzgerald Heating, conversion of hot water system, Broadway apt.

In addition, this Corporation awarded 26 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Abitibi Indian Agency Que:* Jean Paul Labrecque, construction of houses, Amos reserve. *Bersimis Indian Agency Que:* Sarto Cote Construction Ltd, construction of school & staff residences, Bersimis residential school. *Caughnawaga Indian Agency Que:* Rosaire Claire Cie Ltee, construction of schools & site development, Caughnawaga day school. *Seven Islands Indian Agency Que:* L Desrosiers & Freres Inc, repairs to washrooms & showers, Seven Islands residential school.

*Norway House Indian Agency Man:* Dowse Sash & Door Co Ltd, supply & installation of storm sash, screens, etc, Cross Lake residential school. *Portage la Prairie Indian Agency Man:* E C Higgins & Sons Contractors Ltd, alterations & additions to Brandon residential school. *Duck Lake Indian Agency Sask:* Bergs Plumbing & Heating Ltd, heating, plumbing, structural alterations, etc, One Arrow day school.

*Blood Indian Agency Alta:* D D Rollins, crushing, hauling, spreading & stockpiling gravel, Blood reserve. *Hobbema Indian Agency Alta:* Didriksen Trucking Ltd, construction of road, Montana reserve; Didriksen Trucking Ltd, construction of road, etc, Samson reserve. *Lesser Slave Lake Indian Agency Alta:* E R Hammon, construction of houses, Sturgeon Lake reserve; E R Hammon, application of stucco to houses, Sturgeon Lake reserve. *Stoney Sarcee Indian Agency Alta:* Reimer & Brunner Builders Ltd, construction of houses, Sarcee reserve.

*Kamloops Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, renovations to bathroom, Kamloops residential school. *Kwawkwalth Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, supply & installation of kitchen equipment, Alert Bay residential school. *West Coast Indian Agency B C:* Port Alberni Home Builders Ltd, renovation to kitchen & dining facilities, Alberni residential school.

#### DEFENCE CONSTRUCTION (1951) LIMITED

*Summerside P E I:* Curran & Briggs Ltd, asphalt resurfacing of roads, RCAF Station. *Dartmouth N S:* Parker Brothers (1960) Ltd, exterior painting of apt, Shannon Park. *Halifax N S:* L G & M H Smith Ltd, repairs to jetty 5, HMC Dockyard. *Camp Gagetown N B:* Byron MacDonald Ltd, exterior painting of married quarters. *Chatham N B:* MacDonald Paving & Construction Ltd, joint sealing & repairs to concrete apron, RCAF Station.

*Longue Pointe Que:* Simard-Beaudry Inc, reconstruction of pavement, camp; J Becker Inc, renovations to heating system, COD 25. *Montreal Que:* Lloyd Construction Ltd, renovations to armoury, 710 Belair Street; Les Gicleurs F F Ltée, supply & installation of fire protection system.

*Camp Borden Ont:* Walker Painting & Decorating Co Ltd, exterior painting of bldgs. *Cobourg Ont:* Malach Roofing & Flooring Ltd, reroofing of bldg 13, COD. *Kingston Ont:* Foley Construction Ltd, renovations to servery, "C" block, CASC. *Petawawa Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of married quarters, camp; Frank W Hill & Co Ltd, revision to storm sewer outfall, camp; Cribb Construction Co Ltd, construction of transformer substation, camp.

*Rockcliffe Ont:* Standard Paving Ltd, resurfacing of roads, married quarters, RCAF Station. *Trenton Ont:* H J McFarland Construction Co Ltd, paving of road at rear of hangars, RCAF Station. *Shilo Man:* Zenith Paving Ltd, paving of roads, camp. *Winnipeg Man:* Oswald Decorating Co, painting of hangar 4, RCAF Station. *Alsask Sask:* Peter Boorberg Enterprises Ltd, repairs to roads, RCAF Station. *Moose Jaw Sask:* Wappel Concrete & Construction Co Ltd, reconstruction of apron, RCAF Station.

*Chilliwack B C:* Hay Decorating Co Ltd, exterior painting of bldgs & married quarters, camp. *Esquimalt B C:* Burns & Dutton Construction (1962) Ltd, construction of crane track, HMC Dockyard.

#### DEPARTMENT OF DEFENCE PRODUCTION

*Goose Bay (Labr) Nfld:* J W Lindsay Construction Co Ltd, road shoulder stabilization. *Dartmouth N S:* James F Lahey Ltd, interior painting of school, (stage 4), Shannon Park married quarters; Martin & Moore Ltd, exterior painting of balconies & canopies, etc, Shannon Park married quarters; Northern Roofing & Metal Workers Ltd, repairs to roof of school, (stages 3 & 4), Shannon Park married quarters. *Debert N S:* Campbell's Plumbing & Heating Ltd, renewal of steam & condensate line in various bldgs, camp.

*Halifax N S:* Ralph Connor Co Ltd, repairs to terrazzo & concrete floors, gallery area, bldg S26, HMCS *Stadacona*; Martin & Moore Ltd, exterior painting of various bldgs, HMCS *Stadacona*; Nichols Contracting Ltd, replacement of steel sashes, etc, bldg D49, HMC Dockyard; Charles W Stone Ltd, exterior repairs to administration bldg, S17, HMCS *Stadacona*; Charles W Stone Ltd, repointing & waterproofing brickwork of bldg D49, HMC Dockyard. *Halifax & Dartmouth area N S:* Webb Engineering Ltd, repairs to boilers, etc, DND (navy) property.

*Masstown N S:* Gillis Co Ltd, supply & erection of fence, receiver antennae site. *Shearwater N S:* J A Burke, cleaning, sanding & finishing of floors, married quarters, RCN Air Station; Dartmouth Asphalt Co Ltd, asphalt resurfacing of supply depot loading area, HMCS *Shearwater*; T Hogan & Co Ltd, repairs to boilers, central heating plant, RCN Air Station.

*Moisie Que:* Mario Isacco, repairs & refinishing of swimming pool, RCAF Station; H J O'Connell Ltd, repairs to roads, RCAF Station. *Ste Therese Que:* H A Krauspe Reg'd, exterior painting of married quarters, Bouchard Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of bldg P-148. *Centralia Ont:* Riverside Construction Co Ltd, repairs to airfield runways & taxi strips, RCAF Station. *Clinton Ont:* Lavis Contracting Co Ltd, repairs to roads, RCAF Station. *Cobourg Ont:* Toronto Fence & Wire Co, dismantling, re-installation & painting of fence, COD 26; Jackson Bros Builders Ltd, exterior wall repairs & repainting of bldg 9, COD 26.

*Foymount Ont:* Ottawa Valley Tank Lines Ltd, application of chip seal coat to pavement, RCAF Station. *Ippervash Ont:* Dobson Roofing Ltd, repairs to roof of bldg 26, camp. *Kingston Ont:* Amherst Painting & Decorating, repainting of bedrooms, Fort LaSalle dormitory; Welch & Johnson Ltd, replacement of boiler & conversion to oil, bldg A7, Barriefield

Camp. *London Ont*: Eggett & Co Ltd, repairs or replacement of steam traps, etc, in bldgs, COD 27. *North Bay Ont*: Pellerin Bros, exterior painting of married quarters, RCAF Station; Heinz Construction Co Ltd, repairs to chimneys, married quarters, RCAF Station.

*Oakville Ont*: E Hatcher & Son, exterior painting of married quarters, Surrey Park. *Oshawa Ont*: Sky Hook Construction Ltd, repairs & reconditioning of wireless antennae, wireless station. *Ottawa Ont*: Stan Dix Construction Ltd, construction of classrooms, Dept of National Defence Medical Centre. *Owen Sound Ont*: Durham Stone & Paving Ltd, road & sidewalk repairs, armoury. *Petawawa Ont*: Edmund Turcotte, removal of paving sections, etc, camp. *Picton Ont*: Quinte Aluminum Products, replacement of aluminum windows, St Barbara's school; Prosser & Co Ltd, replacement of sewage pumps & piping, Craig Barracks; William Kuypers, coating roofs of hangars, camp.

*Timmins Ont*: Ray St Amour, exterior repairs to walls, armoury. *Trenton Ont*: Reynard Painting Co, painting exterior trim of hangars, RCAF Station; Quinte Plumbing & Heating Co, installation of boilers in bldg 169, repair depot 6, RCAF Station; T J C Home products Ltd, supply & installation of storm doors & windows, bldg 22, RCAF Station. *Windsor Ont*: T Lawrence Kelso, general maintenance, University Avenue Armoury. *Woodstock Ont*: Kon Luksts, general maintenance, armoury. *Rivers Man*: Pearson Construction Co Ltd, construction of underground brine storage tank, CJATC camp.

*Dundurn Sask*: M E Cook & Son Ltd, improvement to heating distribution, married quarters, camp; Asphalt Services Ltd, repairs & seal coating of parade square, camp. *Prince Albert Sask*: Aero Decorators Ltd, repairs & repainting of bldgs, radar laboratory. *Victoria B C*: Capital City Roofing & Flooring Co, reroofing of bldg 1027, Work Point barracks. *Inuvik N W T*: J Mason & Sons Ltd, painting of radio towers, HMCS *Inuvik*.

In addition, this Department awarded 101 contracts containing the General Fair wages Clause.

#### NATIONAL HARBOURS BOARD

*Halifax N S*: Standard Paving Maritime Ltd, paving, grading, drainage & construction of wall, pier 9; J G Fitzpatrick Ltd, replacement of water side doors, shed 22, ocean terminals; Standard Paving Maritime Ltd, paving centre section of pier "A". *Montreal Que*: Simard-Beaudry Inc, construction of part of La Route-extension of University Street to Champlain Bridge.

#### DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Terra Nova National Park Nfld*: Trynor Construction (Nfld) Ltd, crushing & stock-piling base course aggregate & coarse concrete aggregate.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

#### POST OFFICE DEPARTMENT

This Department awarded 37 contracts containing the General Fair Wages Clause.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Toronto Tp Ont*: Alcan-Colony Contracting Co, construction of trunk sanitary sewer across Lyndwood Public School. *McCreary Man*: Red River Construction (1964) Ltd, construction of sewer & water system, sewage pumphouse, forcemain & lagoon. *Manitonas Man*: Red River Construction (1964) Ltd, construction of sewer & water system, sewage pumphouse, forcemain & lagoon.

#### DEPARTMENT OF PUBLIC WORKS

*Argentia Nfld*: McNamara Construction of Newfoundland, construction of ferry terminal facilities, part 1 (dock & transfer bridge). *Cape St Mary's Nfld*: All Sales Equipment Contracting Ltd, construction of access road to light station. *Carbonear Nfld*: Glen Construction Co Ltd, construction of community stage. *Ochre Pit Cove Nfld*: Glen Construction Co Ltd, wharf reconstruction. *Pleasantville Nfld*: S G Burry & Sons Ltd, repairs & painting of bldg 304. *St George's Nfld*: Glen Construction Co Ltd, construction of post office bldg. *St John's Nfld*: S G Burry & Sons Ltd, interior painting of married quarters on Whiteway & Guy sts & Anderson & Elizabeth aves. *Sandy Cove Nfld*: Glen Construction Co Ltd, wharf reconstruction.

*Poverty Beach P E I*: Matheson & MacMillan Ltd, asphalt paving. *Rustico Harbour P E I*: Edward MacCallum & Son, beach protection repairs. *Souris P E I*: Maritime Dredging Ltd, construction of boat harbour. *South River P E I*: Matheson & MacMillan Ltd, wharf repairs.

*Arisaig N S*: Colin R MacDonald Ltd, breakwater-wharf repairs. *Clarke's Harbour N S*: Carl W Smith, wharf repairs. *Halifax N S*: Nova Scotia Waterproofers Ltd, sandblasting, waterproofing & exterior painting of federal bldg, Bedford Row. *Cap aux Oies Que*: Pax Construction Inc, construction of access road to light station. *Gascons (Anse a Mercier) Que*: Henri Chapados, wharf repairs. *Hull Que*: Beaudoin Construction Ltd, installation of metal partition & acoustical tile, National Printing Bureau. *Ile a Michon Que*: Landry Construction Inc, wharf repairs.

*Lac Megantic Que*: Henri Louis Martel, construction of breakwater. *Marsoui Que*: Gaspé Construction Inc, wharf repairs. *Matane Que*: Wilbrod Letourneau, harbour repairs. *Montreal Que*: Janin Construction Ltee, construction of ice control structure, section 3 (floating booms, electrical system, service bldgs & paving), Canadian Universal & International Exhibition. *Quebec Que*: Legare Construction Inc, general alterations, Pollack Bldg.

*Riviere du Loup Que*: Tracy Construction Inc, wharf repairs. *Ste Anne des Monts Que*: Henri Caron, repairs to protection works. *St Godefroi (Riviere Nouvelle) Que*: Edgar Anglehart & Philippe Roy, construction of landing. *St Simeon Que*: Arthur Deschenes, wharf repairs. *St Simeon East Que*: Fernand Belanger & Adeodat Poirier, wharf repairs. *Sept Iles Que*: L Desrosieres & Freres Inc, harbour repairs & improvements.

*Kingston Ont*: R E Harding Ltd, rebuilding roof, bldg C22, penitentiary. *Little Current Ont*: G E Coles Construction Ltd, wharf repairs. *Millhaven Ont*: Glen Lawrence Construction Co Ltd, grading, drainage & base course access road, institute. *Ottawa Ont*: Standard Paving Ltd, extension to parking lot, Canadian Broadcasting Corporation Bldg; Latulippe Bros, removal of boilers, central heating plant, Cliff Street; D H I Ltd, installation of storm sash, centre block, Parliament Buildings; Ottawa Plumbing & Heating Ltd, installation of sprinkler system in basement, Hunter Bldg; A Lancot Construction Co Ltd, conversion of heating plant, UIC Bldg, Slater Street, Postal Stations "C", Parkdale Avenue & "E", 4th Avenue; Quebec Window & Interior Cleaning Co Ltd, interior cleaning, Jackson Bldg & Annex. *Ottawa, Eastview, Ont & Hull Que*: Emmanuel Emond Ice, supply of ice to various bldgs. *Parry Sound Ont*: Grant-Mills Ltd, harbour improvements.

*Port Arthur Ont*: T A Jones Construction Ltd, addition to & decorating of vault, federal bldg. *Toronto Ont*: T R Services Ltd, installation of fire alarm system, city delivery bldg; Kamrus Construction Ltd, construction of post office bldg, Postal Station "L". *Warkworth Ont*: Mitchell Construction Co (Canada), construction of water filtration plant & sewage treatment facilities, institution. *Peguis Man*: T Zelmer Construction Co Ltd, construction of addition to Indian school, Fisher River Agency. *Stony Mountain Man*: Sucharov Electric Ltd, installation of yard lighting, Manitoba Penitentiary.

*Winnipeg Man*: Automatic Sprinkler Co (1964) Ltd, alterations to sprinkler system in sub-basement of general post office bldg. *Regina Sask*: Industrial Electric Ltd, electrical renovations, swimming pool bldgs, RCMP Barracks. *Jasper National Park Alta*: Standard-General Construction (International) Ltd, grading & drainage, mile 0-7.0 & construction of Miette River bridge, Jasper-Yellowhead Highway; Burns & Dutton Construction (1962) Ltd, construction of Meadow Creek bridge, mile 7.6, Jasper-Yellowhead Highway. *Morinville Alta*: R Holzer Construction, construction of post office bldg.

*Alaska Highway B C*: Don Gordon Ltd & Cantlon & Parker Construction, maintenance of Alaska Highway, mile 83.6 to mile 263.4. *Co-op Bay B C*: Todd Construction Co Ltd, float extension. *Friendly Cove B C*: Tom Gibson & Sons Contracting Ltd, construction of wharf & float. *Glacier National Park B C*: Astra Construction Co Ltd, backslope stabilization, mile 1.15 to 1.35 on Trans-Canada Highway. *Heriot Bay B C*: Victoria Pile Driving Co Ltd, harbour improvements. *Hope Bay B C*: Pacific Piledriving Co Ltd, float extension. *Vananda B C*: The Fraser River Pile Driving Co Ltd, wharf repairs.

*Vancouver B C*: Two Vets General Maintenance Co Ltd, cleaning services, Postal Station "D", 1535 West Broadway. *Aklavik N W T*: Yukon Construction Co Ltd, construction of nursing station. *Fort McPherson N W T*: Byrnes & Hall Construction Co Ltd, construction of school, gymnasium, apt bldg & houses. *Fort Smith N W T*: Solar Construction Co Ltd, repairs to hangar doors, RCMP. *Inuvik N W T*: R J McGee & Associates Ltd, reconstruction of wharf & improvements; Yukon Construction Co Ltd, construction of apt bldg & alterations to kitchens of single staff quarters.

*Yellowknife N W T*: Poole Construction Ltd, construction of medium security jail. *Ross River to Carmacks Road Y T*: General Enterprises Ltd, clearing, grading & gravelling. *Whitehorse Y T*: Bennett & White Construction Co Ltd, construction of medium security jail; Herman Kutzscher, repairs to federal housing units.

In addition, this Department awarded 67 contracts containing the General Fair Wages Clause.

## THE ST LAWRENCE SEAWAY AUTHORITY

*Port Robinson Ont:* United Steel Corporation Ltd, structural & mechanical repairs & restoration of vertical lift bridge 12, Welland Canal *St Catharines Ont:* Leland Tree Service, removal of fruit trees & vines, east side, Welland Canal lands; Warren Bituminous Paving Co Ltd, paving sections of Welland Canal road, vicinity of bridge 4 & lock 3; Aiken & MacLachlan Ltd, bridging triangular gap in west tie-up wall above lock 2, Welland Canal.

In addition, The St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

## DEPARTMENT OF TRANSPORT

*Gander Nfld:* Curran & Briggs Ltd, overlaying runway 04-22 & taxi "E", International Airport; Jet Janitor Service & Supply, cleaning air terminal bldg, International Airport. *St John's Nfld:* Nordbec Construction Inc, installation of condenser discharge lights on runway 35 & related work, airport. *Dartmouth N S:* Urban Construction Ltd, construction of buoy workshops & ships' stores bldg, marine agency. *Medway Head N S:* Liverpool Lumber Co Ltd, construction of dwelling & reinforced concrete light tower.

*Point Aconi N S:* Leonard Construction Co Ltd, construction of dwellings, combined fog alarm bldg & light tower. *Sydney N S:* Bedard-Girard Ltd, installation of ducts, pullpits & cables & relocation of power supply, airport. *Charlo N B:* Caledonia Electric Ltd, installation of medium intensity runway & taxiway lighting, airport. *Dorval Que:* Stephens-Adamson Mfg Co of Canada Ltd, supply & installation of moving walk units & related work, Montreal International Airport. *St Lambert de Levis Que:* L P Gagnon Ltee, construction of monitoring station bldg & related work. *Sept Iles Que:* Bedard-Girard Ltd, installation of visual approach slope indicator system, airport. *Kitchener Ont:* Carter Construction Co Ltd, construction of taxiways, Waterloo-Wellington Airport.

*Malton Ont:* W L Harvey Paving Ltd, extension of car park area, control tower, Toronto International Airport. *Port Arthur Ont:* R J Ball Electric Ltd, installation of condenser discharge threshold identification lights & M1 lighting on access taxiways to runway 12-30 & aircraft apron, Lakehead Airport. *Red Lake Ont:* Wm Saskosky, development of light aircraft parking apron, airport. *Sault Ste Marie Ont:* Mutual Electric Co Ltd, installation of condenser discharge threshold identification lights, runway 29, etc.

*Uplands Ont:* A G Reed Ltd, installation of cable for indoor regulator equipment, airport lighting. *Fort Chipewyan Alta:* St Laurent Construction Ltd, construction of dwelling & related work. *Stony Plain Alta:* Camwil Construction Ltd, relocation of Edmonton industrial airport to Stony Plain Rawinsonde station, etc. *Castlegar B C:* Dawson Construction Ltd, extension & strengthening of runway, apron & taxiway, airport.

*Hope B C:* C J Dunleavy, clearing of flightway, airport. *Lennard Island B C:* Johnson Construction, demolition of dwelling & construction of single dwelling. *Port Hardy B C:* Acme Painters & Decorators, interior & exterior painting of bldg. *Spring Island B C:* Leebilt General Contractors Ltd, addition of fuel storage tanks; Commercial Painters, interior & exterior painting of bldg.

*Chesterfield Inlet N W T:* Romac Building Systems Ltd, construction of dwelling. *Fort Smith N W T:* St Laurent Construction Ltd, construction of monitoring station bldgs, services & related work. *Norman Wells N W T:* Yukon Construction Co Ltd, construction of storage bldgs & related work; Solar Construction Co Ltd, construction of dwellings & related work. *Yellowknife N W T:* Solar Construction Co Ltd, repairs to runways, airport.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

## PRICE INDEXES

### Consumer Price Index, September 1965

The consumer price index (1949=100) decreased 0.2 per cent to 139.1 at the beginning of September from 139.4 in August. The September index was 2.6 per cent higher than the September 1964 index of 135.6. The decrease resulted mainly from a 1.0 per cent reduction in the food index, with a smaller decline in the index for recreation and reading. Indexes for housing, clothing, transportation, and health and personal care were slightly higher, and the tobacco and alcohol index was unchanged.

The food index declined 1.0 per cent to 136.4 from 137.8 reflecting further price decreases for fresh vegetables, grapes, orange juice and sugar. Prices were lower also for a variety of other items including coffee, apples, peaches, canned tomatoes, poultry and sirloin steak. Prices were higher for eggs, pork, round steak, blade roasts, liver, imported fruits, lettuce, ice cream, lard and shortening.

The housing index increased 0.2 per cent to 141.5 from 141.2. The shelter component rose fractionally as a result of increased rent and home-ownership prices. The household operation component increased slightly with higher prices for furniture, textiles, utensils and equipment, and household supplies.

The clothing index advanced 0.6 per cent to 121.4 from 120.7 as prices for apparel and footwear rose from last month's sales levels. Higher prices were also reported for laundry, dry cleaning and shoe repair services.

The transportation index rose 0.5 per cent to 148.7 from 147.9. Higher automobile maintenance costs, as well as scattered increases in gasoline and motor oil prices, raised the automobile operation index. The local transportation index also moved up with increased bus fares in six Ontario cities. An increase in rail fares and higher bus fares in the province of Quebec moved the travel component.

The health and personal care index edged up 0.1 per cent to 176.0 from 175.8 as a result of increased prices for some personal care items.

The recreation and reading index declined 0.4 per cent to 154.0 from 154.6 as lower prices for magazines moved the reading component down 1.4 per cent.

The tobacco and alcohol index was unchanged at 122.6.

Group indexes one year earlier (September 1964) were: food 132.7, housing 138.9, clothing 119.4, transportation 141.6, health and personal care 167.7, recreation and reading 150.9, tobacco and alcohol 120.2.

### City Consumer Price Indexes, August 1965

Consumer price indexes exhibited mixed movements for the ten regional cities between July and August 1965, with August indexes higher in five cities, lower in four, and unchanged in one. Movements ranged from an increase of 0.8 per cent in St. John's to a decrease of 0.4 per cent in Toronto.

Food indexes increased in five cities, declined in four and remained constant in one. Changes ranged from an increase of 2.1 per cent in St. John's to a decrease of 2.5 per cent in Toronto. Indexes for housing were fractionally higher in six cities and unchanged in four. In clothing, indexes showed mixed movements with slight increases in three cities, decreases in three, and no change in four. Indexes for transportation were higher in seven cities, lower in two, and constant in one. The indexes for health and personal care increased in six cities, decreased in two, and were unchanged in two. Recreation and reading indexes were steady in eight cities and slightly higher in two. Tobacco and alcohol indexes were unchanged in seven cities, higher in two and lower in one.

Regional consumer price index point changes between July and August were: St. John's +1.0 to 124.5\*; Saskatoon-Regina +0.3 to 132.6; Edmonton-Calgary +0.3 to 130.9; Vancouver +0.2 to 135.5; Halifax +0.1 to 135.5; Toronto -0.6 to 140.5; Montreal -0.3 to 138.7; Saint John -0.2 to 137.8; Ottawa -0.1 to 139.2; Winnipeg unchanged at 135.4.

### Wholesale Price Index, August 1965

Canada's wholesale index (1935-39=100) eased 0.2 per cent in August to 251.2 from the July index of 251.8, but was 2.6 per cent above the August 1964 index of 244.9. Three of the eight major group indexes were lower in August, two were higher, and three were unchanged.

The vegetable products group index declined 1.8 per cent to 215.1 from 219.1, and the textile products group index dropped 0.1 per cent to 246.0 from 246.2, and the non-ferrous metals products group index decreased 0.1 per cent to 219.1 from 219.4.

The animal products group index rose 0.8 per cent to 278.4 from 276.3, the iron products group index edged upward 0.1 per cent to 267.0 from 266.7, and wood products at 333.0, non-metallic minerals products at 191.2, and chemical products at 202.6, all remained unchanged.

\* On base June 1951=100.

Canadian farm products prices at terminal markets (1935-39=100) moved down 3.3 per cent to 234.5 from 242.5 in the three-week period ended August 20. The field products price index declined to 172.3 from 186.0. The animal products price index eased down to 296.7 from 299.0.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in August to 344.0 from 343.7 in July, and on the base 1949=100, to 150.9 from 150.7.

The price index for non-residential building materials (1949=100) declined 0.3 per cent in August to 148.0 from 148.5 in the preceding month.

#### U.S. Consumer Price Index, August 1965

The United States consumer price index (1957-59=100) declined two-tenths of 1 per cent in August to 110.0. A year ago in August the index was 108.2.

A drop in food prices was responsible for the decline, the largest in nearly three years.

Housing and transportation costs also showed slight declines, but clothing and medical care went up.

The drop in living costs was the first downward move since August of last year.

#### British Index of Retail Prices, July 1965

The British index of retail prices (Jan. 16, 1962=100) remained unchanged at mid-July from the mid-June figure of 112.7. The index was 107.4 at mid-July 1964.

The index for the food group fell by one half of 1 per cent to 112.0 from 112.5 in June. Reductions in the prices of potatoes and some green vegetables were partly offset by increases in the prices of eggs and beef.

Increases in admission charges to cinemas, and increases in prices for hair-dressing and laundering, resulted in the services group index rising by about one half of 1 per cent to 113.0 from 112.4 in June.

The index for the transport and vehicles group was unchanged at 107.6.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 204.

#### Ability Tests

1. ADAMS, GEORGIA (WEIN) SACHS. *Measurement and Evaluation in Education, Psychology, and Guidance* [by] Georgia Sachs Adams, in consultation with Theodore L. Torgerson, New York, Holt, Rinehart and Winston [1964] Pp. 654.

2. NUNNALLY, JUM CLARENCE. *Educational Measurement and Evaluation*. New York, McGraw-Hill [1964]. Pp. 440.

#### Automation

3. CALIFORNIA. COMMISSION ON MANPOWER, AUTOMATION AND TECHNOLOGY. *Hearings before the Commission on Manpower, Automation and Technology, San Francisco, California, November 19 and 20, 1964*. [San Francisco] 1965. Pp. 145.

The California Commission on Manpower, Automation and Technology, consisting of 29 members, was created by an act of the State Legislature in 1963.

4. NOVA SCOTIA JOINT LABOUR-MANAGEMENT STUDY COMMITTEE. *Automation and Worker Displacement; the Impact of Change within a Company. Adopted by Third Nova Scotia Joint Labour-Management Study Conference Held under Auspices of Institute of Public Affairs, Dalhousie University*. Halifax, 1964. Pp. 22.

"A study made by a sub-committee of the Joint Nova Scotia Labour-Management Study Committee in co-operation with the Nova Scotia Voluntary Planning Board as a contribution to joint research being undertaken by the Economic Council of Canada, the Nova Scotia Voluntary Planning Board, the Ontario Economic Council and the Conseil d'Orientation Economique du Quebec."

When automation is introduced in a firm, the individual employee may be affected. This pamphlet outlines principles under which management and labour may operate to minimize the effects of technological change on the individual employee.

#### Royal Commission on Health Services

The following two studies were prepared for the [Canada] Royal Commission on Health Services and published by the Queen's Printer in Ottawa in 1965.

5. BROWN, T. MERRITT. *Canadian Economic Growth. (Including Population Projections by A. Stukel)*. Pp. 316.

Partial Contents: Concepts of Economic Development and Economic Growth. Theory of Economic Growth and Growth Potential. Divergencies from an Optimal Growth Path with Cyclical and Structural Unemployment. Eco-

conomic Policy for High-Level Employment and Optimal Growth. Recent Historical Record of Canadian Growth and Projection of Some of the Trends. Appendix E: Population Projections, Canada, 1961-1991 [by] A. Stukel.

6. HANSON, ERIC JOHN. *The Public Finance Aspects of Health Services in Canada*. Pp. 206.

### Disabled—Rehabilitation

7. BLACK, BERTRAM J. *Guides to Psychiatric Rehabilitation; a Cooperative Program with a State Mental Hospital*. Co-operating Agencies: Altro Health and Rehabilitation Services, New York State Division of Vocational Rehabilitation, Rockland State Hospital, New York State Department of Mental Hygiene. New York, Altro Health and Rehabilitation Services, 1963. Pp. 81.

"This project evolved from the experiences of Altro Health and Rehabilitation Services in providing community rehabilitation services to patients discharged from mental hospitals and the agency's belief that a co-operative rehabilitation project with a large mental hospital would be of mutual benefit in developing more effective rehabilitation services."

8. HIRSCHBERG, GERALD GUNTER. *Rehabilitation; a Manual for the Care of the Disabled and Elderly* [by] Gerald G. Hirschberg, Leon Lewis [and] Dorothy Thomas, Philadelphia, Lippincott [1964]. Pp. 377.

### Economic Conditions

9. FIRESTONE, OTTO JACK. *Problems of Economic Growth; Three Essays and Economic Projections for Canada, 1961-1991*. Ottawa, University of Ottawa Press, 1965. Pp. 196.

Contents: Economic Projections, Canada, 1961-1971; Problems of Growth and Planning. The Awkward Years, 1965 and 1966; the Problem of Continuing Economic Growth. Financial Trends and the Future of the Canadian Economy; Problems of Financing Economic Growth.

10. GREAT BRITAIN. TREASURY. *Economic Report on 1964*. London, HMSO, 1965, Pp. 32.

"Issued as a supplement to *Economic Trends* which is published monthly for the Central Statistical Office by HMSO."

### Education

11. CANADIAN ASSOCIATION OF SCHOOL SUPERINTENDENTS AND INSPECTORS. *Secondary Education in Canada; a Report Prepared by Several Manitoba Members of the Canadian Association of School Superintendents and Inspectors*. Toronto, Ryerson Press [c1964]. Pp. 114.

12. CRAIK, WILLIAM WHITE. *The Central Labour College, 1909-29; a Chapter in the History of Adult Working-Class Education*. With a foreword by Sydney Hill. London, Lawrence and Wishart, 1964. Pp. 192.

The Central Labour College was founded in Oxford in 1909 to provide adult education classes for working-class men. In 1912 it moved to London where it remained until its closing in 1929. The author, who was Principal of the College from 1920 to 1924, tells the story of the College and of some of the people associated with it as teachers or as students.

13. DAUGHTREY, ANNE SCOTT. *Methods of Basic Business and Economic Education*. Cincinnati, South-western Pub. Co. [1965]. Pp. 726.

14. HOULE, CYRIL ORVIN. *Continuing Your Education*. New York, McGraw-Hill [1964]. Pp. 183.

This book was written for adults who wish to study some subject, either in class or by themselves. Information is given on effective learning habits, reading development, the art of writing, and how to prepare for examinations.

15. GREAT BRITAIN. DEPARTMENT OF EDUCATION AND SCIENCE. *Slow Learners at School*. London, HMSO, 1964. Pp. 88.

16. ONTARIO. DEPARTMENT OF UNIVERSITY AFFAIRS. *Horizons; a Guide to Educational Opportunities in Ontario beyond Secondary School, 1965-66*. [Toronto, 1965]. Pp. 48.

Provides information about courses given at universities, colleges, vocational institutes and other professional schools in Ontario and indicates costs of courses and what financial assistance is available to students.

17. QUEBEC (PROVINCE). MINISTERE DE LA JEUNESSE. *Rapport, 1960/1964*. [Quebec, 1965?]. Pp. 207.

This report covers the period of the Department's existence. In 1964 the Department and le Département de l'Instruction Publique were absorbed by le Ministère de l'Éducation.

### Education, Vocational

18. KOTHARI, HEMRAJ, ed. *Technical Education*. 1st ed. Calcutta, Kothari Publications, 1964. Pp. 108.

A study of technical education in various countries. Contains an article, "Technical Education in Canada," by Dr. Boris Celovsky (Canada Department of Labour), and R. D. Mitchener (Dominion Bureau of Statistics).

19. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Instrumentation Technology; a Suggested 2-Year Post High School Curriculum*. [Washington, GPO, 1964]. Pp. 119.

This guide "offers suggested course outlines, sequences of technical education procedure, laboratory layouts, texts and references, and laboratory equipment lists" to be used in planning and developing programs in instrument technology.

## Electronic Data Processing

20. CROWDER, NORMAN A. *The Arithmetic of Computers; an Introduction to Binary and Octal Mathematics*. Garden City, N.Y., Doubleday, 1950. Pp. 472.

21. SCOTT, THEODORE G. *Basic Computer Programming*. [1st ed.] Garden City, N.Y., Doubleday [1962]. Pp. 492.

Prepared under the direction of Educational Science Division, a division of U.S. Industries, Inc. A programmed instruction text.

## Industrial Disputes

22. JAIN, HEM C., ed. *1963-64 Strike at the Irving Refinery Limited*. [Fredericton, University of New Brunswick, 1965]. 1 vol. (various pagings).

"This case material is prepared by Hem C. Jain, Assistant Professor, Business Administration and (Labour and Industrial Relations), University of New Brunswick, Fredericton, N.B., Canada. This case is a report of concrete events and behaviour and is not designed to illustrate the effective or ineffective procedures in collective bargaining."

An account of a strike between Irving Refining Limited and Local 9-691 of the Oil, Chemical and Atomic Workers Union in Saint John, N.B., which began on September 16, 1963, and ended on March 8, 1964. The union sought changes in wages and in fringe benefits to conform to "industry standards" rather than local standards. Professor Jain has included newspaper reports of the strike as well as the Report of an Industrial Inquiry Commission into the dispute, and the Memorandum of Agreement on the strike settlement of March 8, 1964.

## Industrial Relations

23. GREEN, PETER GARFIELD. *Labour-Management Relations in the Construction Industry in Nova Scotia*. Halifax, Institute of Public Affairs, Dalhousie University, 1965. Pp. 60.

Contents: The Economic Significance of Construction. Management and Labour Organizations in the Construction Industry. Collective Bargaining in the Industry. Collective Agreements in the Industry. Labour Legislation and the Construction Industry. Collective Bargaining. Stability and Collective Bargaining in the Construction Industry.

24. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Labour-Management Relations in Western Europe*. Brussels [1964]. Pp. 40.

For each of seven countries (Great Britain, Western Germany, France, Italy, Netherlands, Belgium and Sweden) "a brief survey is given covering the main conditions which prevail at present in such matters as trade union recognition, collective bargaining, settlement of labour disputes, joint industrial councils, works councils, shop stewards and strikes."

## Labour Organization

25. COLLINS, JOHN JAMES. *Never Off Pay; the History of the Independent Tanker Union, 1937-1962*. Foreword by Emory Scott

Land. New York. Fordham University Press [c.1964]. Pp. 339.

Tells the story of 25 years of industrial peace existing between independent tanker unions and employers in the East Coast tanker industry.

26. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Brief History of the International Trade Union Movement*. [3rd rev. ed.]. Brussels [1964]. Pp. 56.

A brief introduction to the international trade union organizations that preceded the ICFTU. Relates the history of that organization up to 1963.

27. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The ICFTU: What is it; How it works; What it does?* 4th ed. Brussels, 1963. Pp. 28.

28. KRIEGEL, ANNIE. *1914; la guerre et le mouvement ouvrier français*, par Annie Kriegel et Jean-Jacques Becker. Paris, A Colin [1964]. Pp. [244].

## Labouring Classes

29. ASSOCIATION DE PREVENTION DES ACCIDENTS INDUSTRIELS, Québec.

*Trente-troisième rapport annuel, 1964, présenté 19 mai, 1965, Montréal. Thirty-third Annual Report, Industrial Accident Prevention Association, Quebec, May 19, 1965, Montreal*. Montreal, 1965. Pp. [27].

30. COLLINS, HENRY. *Karl Marx and the British Labour-Movement; Years of the First International*, by Henry Collins and Chimen Abramsky. London, Macmillan, 1965. Pp. 356.

31. GREAT BRITAIN. NATIONAL INCOMES COMMISSION. [Report on] *Agreements of November-December 1963 in the Engineering and Shipbuilding Industries. (Final)*. London, HMSO, 1965. Pp. 126.

Sir Frederick Geoffrey Lawrence, Chairman.

A detailed examination of the wage structure in the engineering and shipbuilding industries and of payments made to their workers to determine whether or not the agreements under study were in the national interest. ("The engineering industries include firms concerned with the manufacture, installation, maintenance and repair of goods made mainly of metal, and the fabrication of articles of plastic material.")

32. INTERNATIONAL JOINT SEMINAR ON THE ADAPTATION OF RURAL AND FOREIGN WORKERS TO INDUSTRY, WIESBADEN, GERMANY, 1963. *Adaptation of Rural and Foreign Workers to Industry, International Joint Seminar, Wiesbaden, 10-13 December, 1963. Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division [OECD] 1965. Pp. 229. At head of title: *International Seminars*,

1963-4. *Supplement to the Final Report*. Paris, 1965. Pp. 183.

The seminar gave employers' organizations and unions an opportunity to exchange views on migrant labour. The supplement contains case studies for consideration by the participants.

33. O'CONNOR, HARVEY. *Revolution in Seattle, a Memoir*. New York, Monthly Review Press, 1964. Pp. 300.

The author, a journalist, gives a first-hand account of the activities of the Socialist Party and of the Industrial Workers of the World in Seattle, Washington, during the first two decades of this century.

### Management

34. SIMON, HERBERT ALEXANDER. *The New Science of Management Decision*. [1st ed.] New York, Harper [1960]. Pp. 50.

Professor Simon is an authority on the use of electronic computers in decision making. This book consists of lectures on the results of his research in this field and its implications for American business.

35. STANFORD RESEARCH INSTITUTE. INTERNATIONAL INDUSTRIAL DEVELOPMENT CENTER.

*Managers for Small Industry, an International Study* [by] Joseph E. Stepanek, senior industries specialist. Glencoe, Ill.; Free Press, 1960. Pp. 245.

This book is intended for government officials, technical assistance personnel, investors, and others in underdeveloped countries. Its purpose is to help in converting "tradition-minded managers into modern-minded, efficient managers" by telling about management development training courses.

### Occupations

36. ASHWORTH, JOHN. *Careers in Accounting*. New York, H. Z. Walck, 1963. Pp. 109.

Describes what accountants do in business, public practice, government and teaching. Discusses personal and educational qualifications and opportunities in the field.

37. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerceman, 1965. Feature: Career Opportunities in Commerce*. Kingston, 1965. Pp. 54.

Contains articles on career opportunities written for high school students planning to go on to university, and for undergraduates. The careers examined include chartered accountancy, finance, retailing, secondary school teaching, academic teaching, advertising and law.

38. U.S. BUREAU OF EMPLOYMENT SECURITY. *Career Guide for Demand Occupations*. [Rev. ed.] Washington, GPO [1965] Pp. 40.

### Organization for Economic Cooperation and Development

The following four reports were prepared and issued by the OECD in Paris in 1964.

39. *Report by the British Joint Team which visited France from 29th June-3rd July, 1964, to study Retraining of Manual Workers in French Industry and in Government Vocational Training Centres*. Pp. 23.

40. *Report by the French Joint Team which visited Sweden from 24th-30th May, 1964, to study Preparation, Participation and Adaptation of Workers to Technological Change*. Pp. 21.

41. *Report by the Swedish Joint Team which visited the Federal Republic of Germany from 24th-30th May, 1964, to study Adaptation of Foreign Workers to a New Social Environment*. Pp. 20.

42. *Report by the Swiss Trade Union Team which visited the United Kingdom from 24th-30th May, 1964, to study Area Re-development and in particular the "New Towns"*. Pp. 10.

### Unemployment

43. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Le chômage hivernal dans l'industrie de la construction des pays membres de la C.E.E.* [Bruxelles] 1960. Pp. 51, 33, 3.

44. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Employment, Unemployment and Manpower*. [Fifteenth Annual Conference, June 8 and 9, 1964] Frances Bairstow, ed. [Montreal, 1964]. Pp. 158.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED OCTOBER 18, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force.....	7,159	621	2,030	2,598	1,242	668
Men.....	5,075	451	1,459	1,805	889	471
Women.....	2,084	170	571	793	353	197
14-19 years.....	698	73	225	208	134	58
20-24 years.....	942	96	322	294	151	79
25-44 years.....	3,120	238	892	1,184	520	286
45-64 years.....	2,177	193	541	822	396	225
65 years and over.....	222	21	50	90	41	20
Employed.....	6,983	598	1,961	2,551	1,224	649
Men.....	4,945	433	1,405	1,773	876	458
Women.....	2,038	165	556	778	348	191
Agriculture.....	625	36	120	162	283	24
Non-agriculture.....	6,358	562	1,841	2,389	941	625
Paid workers.....	5,857	507	1,690	2,210	879	571
Men.....	4,037	359	1,186	1,503	590	399
Women.....	1,820	148	504	707	289	172
Unemployed.....	176	23	69	47	18	19
Men.....	130	18	54	32	13	13
Women.....	46	*	15	15	*	*
Persons not in labour force.....	6,041	652	1,791	2,042	976	580
Men.....	1,467	181	423	480	234	149
Women.....	4,574	471	1,368	1,562	742	431

\*Less than 10,000.

SOURCE: DBS Labour Force Survey

(3) The unemployed as a percentage of the labour force. \*Less than 10,000.

SOURCE: DBS Labour Force Survey

\*Less than 10,000.

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals <sup>(3)</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7							2,035.1
April.....	53.1	587.3	185.1							2,070.6
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July†.....	58.3	601.0	198.3	37.4	181.7	39.4	310.9	654.2	80.8	2,193.0

### Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January.....	53.0	578.5	185.9							2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7							2,109.6
April.....	55.1	592.6	189.4							2,121.4
May.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June.....	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July†.....	56.0	605.3	192.2	32.9	157.3	38.2	309.9	670.2	80.7	2,163.5

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June employers in the principal non-agricultural industries reported a total employment of 3,367,620. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
<b>1964—</b>						
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
<b>1965—</b>						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April.....	132.1	210.8	90.55	124.6	214.2	94.18
May*.....	136.8	210.9	90.60	127.4	213.4	93.83
June†.....	140.6	211.8	90.99	130.0	213.7	93.98

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment			Average weekly wages and salaries		
	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964
				\$	\$	\$
<b>Provinces</b>						
Atlantic Region.....	121.9	114.3	115.8	74.36	74.04	71.38
Newfoundland.....	168.8	150.2	157.4	80.26	80.70	77.51
Prince Edward Island.....	154.9	149.1	145.9	61.40	62.09	60.95
Nova Scotia.....	105.4	101.3	100.2	73.07	72.04	70.38
New Brunswick.....	119.3	112.1	114.5	73.05	73.29	69.42
Quebec.....	139.3	135.6	133.5	88.01	87.99	84.40
Ontario.....	143.1	140.4	135.6	94.84	94.43	90.21
Prairie Region.....	149.5	144.3	142.6	86.47	85.50	82.70
Manitoba.....	122.8	118.9	119.2	82.60	81.46	78.81
Saskatchewan.....	142.7	138.3	139.1	84.93	83.88	81.29
Alberta (includes Northwest Territories).....	184.5	177.4	172.1	90.13	89.36	86.47
British Columbia (includes Yukon).....	138.2	134.1	126.5	101.40	100.18	94.43
<b>Canada.....</b>	<b>140.6</b>	<b>136.8</b>	<b>133.4</b>	<b>90.98</b>	<b>90.60</b>	<b>86.62</b>
<b>Urban areas</b>						
St. John's.....	172.1	166.0	155.3	69.86	69.07	65.93
Sydney.....	79.2	77.8	80.6	85.24	78.95	85.12
Halifax.....	131.7	127.9	125.8	75.98	75.72	72.97
Moncton.....	117.2	114.4	110.5	71.81	70.18	68.11
Saint John.....	110.7	110.5	106.2	75.62	73.59	72.95
Chicoutimi—Jonquiere.....	122.1	117.7	121.1	107.54	104.82	104.58
Quebec.....	139.2	134.3	131.4	78.00	77.93	74.29
Sherbrooke.....	121.0	119.8	117.6	76.07	77.28	73.92
Shawinigan.....	117.6	112.7	108.1	94.14	94.10	93.83
Three Rivers.....	131.9	128.1	130.5	82.25	80.52	79.43
Drummondville.....	100.2	100.3	96.6	75.15	75.34	70.70
Montreal.....	144.4	142.6	136.9	89.51	90.23	86.05
Ottawa—Hull.....	153.8	150.1	144.5	84.64	83.53	80.83
Kingston.....	147.7	144.5	139.5	89.29	89.32	87.88
Peterborough.....	115.1	113.1	109.4	98.32	97.91	94.46
Oshawa.....	250.2	253.8	225.9	115.00	117.08	106.61
Toronto.....	156.5	155.1	151.0	94.37	93.93	90.88
Hamilton.....	136.1	133.2	127.8	100.00	99.82	95.47
St. Catharines.....	138.0	137.3	124.0	106.56	109.50	100.52
Niagara Falls.....	118.5	115.4	115.8	91.59	91.70	83.88
Brantford.....	106.8	105.8	95.0	90.36	90.03	83.24
Guelph.....	152.1	148.5	131.4	86.00	84.92	81.66
Galt.....	138.4	135.7	133.8	82.44	80.75	77.44
Kitchener.....	161.5	157.6	149.6	84.75	83.56	81.72
Sudbury.....	152.3	148.6	136.1	100.33	100.24	95.92
Timmins.....	89.3	87.0	88.2	82.33	81.60	77.34
London.....	159.3	153.9	152.8	86.86	85.86	84.51
Sarnia.....	144.4	138.6	138.0	117.96	111.79	108.79
Windsor.....	99.8	99.3	86.8	111.61	109.62	101.10
Sault Ste Marie.....	164.6	163.7	160.3	111.28	111.32	106.62
Fort William—Port Arthur.....	134.5	128.3	118.4	88.98	88.80	87.97
Winnipeg.....	124.9	121.5	120.5	79.25	78.42	76.04
Regina.....	165.1	160.7	160.1	82.90	82.33	80.06
Saskatoon.....	166.4	163.4	159.5	79.86	79.36	76.21
Edmonton.....	237.2	231.2	221.6	84.19	83.21	81.35
Calgary.....	215.2	209.8	191.8	88.65	88.53	86.26
Vancouver.....	138.1	135.2	128.4	97.99	97.37	92.54
Victoria.....	131.2	129.4	123.8	89.77	88.59	83.37

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
							in thousands					
Forestry.....	June 1965 <sup>p</sup>	3.5	0.3	2.4	9.1	27.0	12.4	0.6	0.1	3.0	21.0	79.5
	May 1965 <sup>p</sup>	1.5	0.3	2.1	6.2	19.5	10.4	0.6	0.1	2.5	19.6	62.8
	June 1964	4.8	0.1	2.9	9.8	26.2	12.4	0.3	0.3	3.0	19.8	79.7
Mines, quarries and oil wells.....	June 1965 <sup>p</sup>	6.1	—	8.1	2.5	27.3	35.6	5.5	4.9	18.8	10.5	119.4
	May 1965 <sup>p</sup>	6.0	—	8.0	2.4	26.3	34.4	5.2	4.7	18.2	9.6	114.8
	June 1964	5.0	—	8.1	2.3	25.7	35.1	5.5	4.1	18.4	9.8	113.9
Manufacturing industries.....	June 1965 <sup>p</sup>	14.5	2.8	33.5	26.5	479.5	749.9	43.3	14.7	47.2	117.0	1 584.0
	May 1965 <sup>p</sup>	12.6	2.6	32.2	25.9	468.2	739.9	47.1	14.3	45.2	113.2	1 501.2
	June 1964	14.0	2.5	32.2	26.5	467.9	719.0	46.3	14.2	43.2	111.9	1 477.6
Non-durable goods manufacturing.....	June 1965 <sup>p</sup>	11.6	2.3	17.6	17.0	296.5	327.2	26.2	9.6	25.7	44.3	777.9
	May 1965 <sup>p</sup>	9.8	2.1	17.0	16.6	292.0	322.2	25.4	9.4	24.5	42.0	760.9
	June 1964	11.0	2.0	17.2	16.6	292.2	327.6	25.7	9.7	23.9	43.2	769.2
Durable goods manufacturing.....	June 1965 <sup>p</sup>	2.9	0.6	15.9	9.5	183.1	422.7	22.1	5.1	21.5	72.7	756.1
	May 1965 <sup>p</sup>	2.7	0.5	15.2	9.3	176.2	417.7	21.7	5.0	20.7	71.3	740.3
	June 1964	3.0	0.5	15.0	9.9	175.7	391.4	20.6	4.5	19.3	68.7	708.4
Construction.....	June 1965 <sup>p</sup>	9.3	1.7	12.6	11.2	110.4	147.1	15.3	14.8	34.9	35.9	393.2
	May 1965 <sup>p</sup>	7.7	1.4	11.5	10.3	105.5	138.9	13.5	12.9	31.5	32.4	365.6
	June 1964	8.0	1.5	10.6	9.3	109.0	135.5	16.8	14.1	30.8	29.6	365.2
Transportation, communication and other utilities.....	June 1965 <sup>p</sup>	15.0	2.5	22.4	19.9	164.4	205.8	42.5	27.6	49.0	69.8	618.8
	May 1965 <sup>p</sup>	14.1	2.5	21.5	19.2	159.8	202.8	41.1	26.6	47.8	69.5	604.8
	June 1964	14.1	2.6	21.5	20.2	160.0	202.6	42.4	28.1	49.0	67.2	607.8
Trade.....	June 1965 <sup>p</sup>	15.0	3.6	27.4	22.6	233.4	359.1	49.1	35.6	69.4	91.5	906.8
	May 1965 <sup>p</sup>	14.6	3.6	26.8	22.0	230.8	351.9	48.3	35.2	68.4	89.8	891.5
	June 1964	14.5	3.5	26.8	22.0	221.1	344.1	46.8	34.1	65.5	84.8	863.1
Finance, insurance and real estate.....	June 1965 <sup>p</sup>	1.4	0.6	5.5	4.0	68.6	102.8	11.5	7.4	13.8	21.5	237.1
	May 1965 <sup>p</sup>	1.4	0.6	5.5	4.0	68.3	101.4	11.4	7.3	13.6	21.2	234.5
	June 1964	1.4	0.5	5.3	3.9	64.7	96.5	11.3	6.8	13.6	19.6	223.6
Service (commercial sector) <sup>(1)</sup> .....	June 1965 <sup>p</sup>	5.2	1.9	12.4	8.5	134.4	209.8	25.3	14.6	40.0	56.7	508.8
	May 1965 <sup>p</sup>	5.1	1.6	11.1	7.9	130.9	197.2	24.3	14.2	37.3	54.9	484.5
	June 1964	4.4	2.1	12.1	8.2	124.5	192.1	24.0	14.0	37.2	51.2	469.9
Total—Specified industries.....	June 1965 <sup>p</sup>	70.1	13.4	124.3	104.3	1 245.1	1 822.5	198.3	119.8	276.0	423.7	4 397.5
	May 1965 <sup>p</sup>	63.0	12.6	118.8	97.8	1 209.3	1 777.0	191.5	115.3	261.3	410.1	4 259.6
	June 1964	66.2	12.8	119.5	102.2	1 199.1	1 737.3	193.4	115.7	260.7	393.9	4 200.8

(<sup>1</sup>) Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

<sup>p</sup> Preliminary figures.

Note: Estimates may not add to totals due to rounding.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in *Employment and Payrolls*

Industries	Employment			Average weekly wages and salaries		
	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964
				\$	\$	\$
<b>Mining</b> .....	<b>127.5</b>	<b>123.4</b>	<b>119.7</b>	<b>110.86</b>	<b>108.77</b>	<b>105.18</b>
Metal mining.....	145.2	141.2	135.2	112.49	110.25	105.39
Gold.....	61.0	60.5	65.4	92.75	92.65	86.37
Other metal.....	223.3	216.1	200.0	117.49	114.84	111.17
Fuels.....	85.9	83.8	82.5	113.84	110.11	111.46
Coal.....	37.9	37.8	37.9	85.54	78.56	83.91
Oil and natural gas.....	280.6	270.6	263.6	129.35	127.98	127.53
Non-metal.....	169.7	158.8	152.0	100.12	100.75	94.70
<b>Manufacturing</b> .....	<b>130.0</b>	<b>127.4</b>	<b>124.2</b>	<b>93.98</b>	<b>93.83</b>	<b>89.73</b>
Durable goods.....	140.9	138.1	131.7	101.94	101.74	96.98
Non-durable goods.....	120.8	118.4	117.8	86.21	86.11	82.95
Food and beverages.....	127.2	121.0	124.7	81.83	82.40	78.25
Meat products.....	146.7	142.8	140.3	92.34	92.72	88.21
Canned and preserved fruits and vegetables.....	116.7	102.3	114.8	69.04	72.67	65.37
Grain mill products.....	94.3	92.5	99.7	89.21	90.18	86.75
Bread and other bakery products.....	117.6	115.4	115.5	80.30	80.05	77.19
Distilled and malt liquors.....	99.7	94.0	99.4	115.48	115.85	110.38
Tobacco and tobacco products.....	83.9	81.9	83.5	93.94	92.91	91.30
Rubber products.....	116.2	122.6	118.8	92.56	95.01	92.79
Leather products.....	88.6	88.0	89.9	61.68	60.95	59.42
Boots and shoes (except rubber).....	90.1	89.1	93.2	59.34	58.00	57.28
Other leather products.....	86.0	86.0	84.0	66.09	66.48	63.71
Textile products (except clothing).....	93.3	92.5	91.2	75.76	75.54	72.16
Cotton yarn and broad woven goods.....	76.6	76.2	77.7	72.71	71.87	70.47
Woolen goods.....	66.8	65.5	68.3	69.68	69.09	65.67
Synthetic textiles and silk.....	122.2	120.5	111.2	83.61	83.41	78.79
Clothing (textile and fur).....	102.1	100.9	99.8	56.79	57.01	54.63
Men's clothing.....	109.8	109.3	105.0	55.63	55.87	53.70
Women's clothing.....	111.8	111.0	108.1	56.68	57.48	54.55
Knit goods.....	80.0	78.3	78.2	58.49	58.27	55.39
Wood products.....	122.5	118.2	117.3	81.24	79.99	76.31
Saw and planing mills.....	123.6	118.2	120.5	84.41	82.90	78.48
Furniture.....	137.3	134.9	125.7	77.13	76.60	73.77
Other wood products.....	87.4	84.9	84.8	70.71	69.60	67.92
Paper products.....	138.3	136.7	134.4	107.60	106.74	105.06
Pulp and paper mills.....	136.7	135.9	134.6	115.34	114.68	112.83
Other paper products.....	142.2	138.7	133.7	90.05	88.38	86.30
Printing, publishing and allied industries.....	131.8	130.2	126.4	102.74	101.34	97.15
Iron and steel products.....	135.1	132.8	124.2	105.97	105.65	101.82
Agricultural implements.....	84.2	85.2	74.3	110.66	109.86	111.24
Fabricated and structural steel.....	188.9	184.0	160.8	106.72	105.90	105.09
Hardware and tools.....	137.2	134.4	130.2	94.00	92.14	88.47
Heating and cooking appliances.....	120.5	117.9	107.8	90.40	89.73	87.65
Iron castings.....	118.4	119.8	109.8	106.92	103.65	97.02
Machinery, industrial machinery.....	164.8	161.1	147.6	103.27	101.54	99.41
Primary iron and steel.....	155.4	151.9	147.5	118.23	121.30	113.57
Sheet metal products.....	135.5	131.1	126.0	103.57	103.54	99.60
Wire and wire products.....	141.1	140.2	129.8	103.01	102.57	101.56
Transportation equipment.....	141.1	139.3	130.1	113.70	113.88	106.43
Aircraft and parts.....	248.3	230.9	259.4	109.85	110.69	108.16
Motor vehicles.....	172.5	172.8	147.1	133.55	131.36	123.21
Motor vehicle parts and accessories.....	178.8	180.6	154.5	108.86	112.53	101.48
Railroad and rolling stock equipment.....	63.7	62.0	59.6	99.22	97.24	93.69
Shipbuilding and repairing.....	148.4	149.6	147.8	102.89	104.06	95.75
Non-ferrous metal products.....	139.0	135.7	136.5	104.51	103.63	99.09
Aluminum products.....	142.1	138.3	151.8	101.79	100.16	94.43
Brass and copper products.....	111.3	108.2	120.3	97.45	99.62	95.36
Smelting and refining.....	154.0	150.5	148.3	115.07	113.39	108.80
Electrical apparatus and supplies.....	174.2	171.7	161.3	97.90	98.47	95.88
Heavy electrical machinery.....	129.6	127.5	120.2	107.57	106.21	103.90
Telecommunication equipment.....	295.6	294.9	278.9	92.87	94.64	90.62
Non-metallic mineral products.....	176.0	171.0	167.5	98.98	98.88	94.73
Clay products.....	99.5	99.2	96.8	88.79	89.71	85.20
Glass and glass products.....	203.8	194.9	187.4	95.40	93.98	89.21
Products of petroleum and coal.....	151.2	147.1	147.4	133.85	134.03	129.55
Petroleum refining and products.....	154.8	150.4	150.2	134.59	134.71	130.64
Chemical products.....	150.7	148.3	141.9	108.69	108.34	105.04
Medicinal and pharmaceutical preparations.....	140.5	138.2	129.7	96.80	96.81	93.29
Acids, alkalis and salts.....	171.3	168.2	161.4	121.39	121.03	118.72
Miscellaneous manufacturing industries.....	170.5	166.4	164.4	81.01	80.22	78.62
<b>Construction</b> .....	<b>150.3</b>	<b>140.6</b>	<b>139.5</b>	<b>101.50</b>	<b>100.52</b>	<b>93.98</b>
Building and general engineering.....	154.4	146.4	135.4	107.13	107.30	99.75
Highways, bridges and streets.....	143.5	130.9	146.2	91.45	87.95	85.14
<b>Electric and motor transportation</b> .....	<b>163.8</b>	<b>160.6</b>	<b>152.3</b>	<b>94.80</b>	<b>94.99</b>	<b>92.78</b>
<b>Service</b> .....	<b>210.9</b>	<b>203.8</b>	<b>190.6</b>	<b>64.89</b>	<b>61.60</b>	<b>60.71</b>
Hotels and restaurants.....	179.6	171.2	165.5	48.06	48.02	45.84
Laundries and dry cleaning plants.....	176.3	173.0	161.9	57.15	56.90	53.93
<b>Industrial composite</b> .....	<b>149.6</b>	<b>136.8</b>	<b>133.4</b>	<b>90.98</b>	<b>90.60</b>	<b>86.62</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly-Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	June 1965	May 1965	June 1964	June 1965	May 1965	May 1964
				\$	\$	\$
Newfoundland.....	45.7	42.6	42.4	1.56	1.74	1.55
Nova Scotia.....	41.1	40.8	41.5	1.76	1.76	1.72
New Brunswick.....	42.6	42.1	41.7	1.69	1.69	1.68
Quebec.....	41.4	41.6	41.6	1.89	1.87	1.83
Ontario.....	41.6	41.3	41.5	2.23	2.24	2.13
Manitoba.....	40.7	40.6	40.4	1.91	1.90	1.83
Saskatchewan.....	40.3	39.9	40.1	2.13	2.16	2.09
Alberta (includes Northwest Territories).....	40.2	39.9	40.0	2.16	2.16	2.08
British Columbia (includes Yukon Territory).....	38.2	37.8	38.1	2.59	2.59	2.45

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.4
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April.....	41.1	2.11	86.96	208.3	151.0
May*.....	41.1	2.11	86.63	207.5	149.3
June†.....	41.2	2.11	86.87	208.1	149.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earning, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964	June 1965	May 1965	June 1964
<b>Mining</b> .....	<b>43.0</b>	<b>41.9</b>	<b>42.3</b>	<b>\$ 2.40</b>	<b>\$ 2.40</b>	<b>\$ 2.30</b>	<b>\$ 103.23</b>	<b>\$ 100.30</b>	<b>\$ 97.04</b>
Metal mining.....	43.0	42.1	42.2	2.49	2.48	2.37	107.11	104.42	99.96
Gold.....	42.9	43.0	43.2	2.00	1.99	1.86	85.58	85.57	80.16
Other metal.....	43.0	41.8	41.8	2.63	2.62	2.55	112.97	109.68	106.49
Fuels.....	41.7	38.9	41.9	2.26	2.25	2.18	94.00	87.61	91.53
Coal.....	42.6	38.6	42.9	1.96	1.95	1.91	83.26	75.30	81.74
Oil and natural gas.....	40.3	39.4	40.4	2.74	2.74	2.67	110.40	107.72	107.86
Non-metal.....	44.6	44.3	43.1	2.18	2.18	2.10	97.14	96.49	90.78
<b>Manufacturing</b> .....	<b>41.2</b>	<b>41.1</b>	<b>41.2</b>	<b>2.11</b>	<b>2.11</b>	<b>2.02</b>	<b>\$ 86.87</b>	<b>\$ 86.63</b>	<b>\$ 83.22</b>
Durable goods.....	42.0	41.7	41.9	2.29	2.29	2.19	95.86	95.52	91.58
Non-durable goods.....	40.5	40.3	40.6	1.91	1.92	1.85	77.49	77.35	74.99
Food and beverages.....	41.3	41.2	41.1	1.81	1.83	1.74	74.72	75.24	71.38
Meat products.....	41.4	41.5	41.6	2.12	2.13	2.01	87.81	88.44	83.74
Canned and preserved fruits and vegetables.....	37.8	39.0	39.0	1.56	1.58	1.47	59.00	61.77	57.17
Grain mill products.....	41.7	42.3	42.2	1.99	2.00	1.95	82.97	84.88	82.11
Bread and other bakery products.....	41.3	41.3	42.0	1.81	1.80	1.73	74.93	74.44	72.48
Distilled liquors.....	41.6	43.1	41.7	2.45	2.46	2.36	102.05	106.04	98.29
Malt liquors.....	41.0	40.1	39.5	2.57	2.58	2.53	105.35	103.45	100.17
Tobacco and tobacco products.....	37.4	37.5	38.1	2.35	2.31	2.25	87.87	86.63	85.79
Rubber products.....	40.7	41.3	42.0	2.08	2.13	2.06	84.65	87.98	86.55
Leather products.....	38.7	38.1	39.0	1.45	1.45	1.39	56.14	55.15	54.22
Boots and shoes (except rubber).....	38.3	37.3	38.6	1.41	1.41	1.35	51.05	52.41	52.15
Other leather products.....	39.4	39.8	40.0	1.53	1.52	1.46	60.27	60.50	58.47
Textile products (except clothing).....	42.1	42.1	42.3	1.63	1.63	1.55	68.77	68.58	65.48
Cotton yarn and broad woven goods.....	41.2	40.9	41.8	1.66	1.66	1.59	68.33	67.94	66.58
Woollen goods.....	42.9	43.1	42.9	1.48	1.47	1.40	63.54	63.20	60.25
Synthetic textiles and silk.....	42.5	42.5	42.8	1.77	1.76	1.66	75.20	74.67	70.96
Clothing (textile and fur).....	37.2	37.6	37.6	1.38	1.37	1.31	51.25	51.47	49.39
Men's clothing.....	37.5	38.0	37.5	1.36	1.35	1.31	50.96	51.40	48.99
Women's clothing.....	34.5	35.5	34.8	1.47	1.46	1.42	50.62	51.68	49.39
Knit goods.....	41.2	41.2	41.3	1.29	1.28	1.21	53.28	52.62	50.08
*Wood products.....	41.5	40.9	41.2	1.86	1.84	1.76	76.92	75.37	72.72
Saw and planing mills.....	41.0	40.3	40.7	1.97	1.95	1.88	80.59	78.67	76.51
Furniture.....	42.4	42.3	41.9	1.69	1.68	1.60	71.74	71.17	67.18
Other wood products.....	41.9	41.5	42.6	1.56	1.55	1.47	65.52	64.24	62.72
Paper products.....	42.0	41.6	42.1	2.41	2.41	2.36	101.35	100.33	99.61
Pulp and paper mills.....	42.1	41.8	42.2	2.59	2.59	2.54	109.03	108.30	107.12
Other paper products.....	41.8	41.1	42.0	1.97	1.95	1.89	82.38	80.12	79.49
Printing, publishing and allied industries.....	39.4	38.9	39.1	2.58	2.57	2.47	101.49	99.93	96.66
*Iron and steel products.....	42.0	41.9	42.0	2.41	2.41	2.32	101.08	100.84	97.18
Agricultural implements.....	41.1	40.5	42.7	2.52	2.53	2.47	103.46	102.43	105.46
Fabricated and structural steel.....	42.6	42.3	43.0	2.31	2.31	2.27	98.50	97.50	97.32
Hardware and tools.....	43.2	42.7	43.2	2.02	2.01	1.91	87.45	85.90	82.35
Heating and cooking appliances.....	41.0	40.4	41.0	2.02	2.02	1.99	82.96	81.63	81.41
Iron castings.....	43.6	42.7	42.2	2.37	2.36	2.23	103.49	100.71	94.31
Machinery, industrial.....	42.8	42.5	43.3	2.29	2.26	2.19	98.12	96.25	94.80
Primary iron and steel.....	40.4	41.3	40.6	2.81	2.84	2.69	113.82	117.26	108.89
Sheet metal products.....	42.4	42.0	42.1	2.33	2.33	2.25	98.69	98.11	94.85
Wire and wire products.....	42.6	42.3	42.8	2.29	2.28	2.27	97.60	96.69	97.07
*Transportation equipment.....	42.6	42.4	42.2	2.54	2.56	2.40	108.52	108.28	101.18
Aircraft and parts.....	41.1	41.1	41.8	2.40	2.38	2.36	98.44	97.89	98.57
Motor vehicles.....	45.3	44.1	44.2	2.82	2.83	2.67	127.92	124.74	117.87
Motor vehicle parts and accessories.....	42.3	42.8	41.6	2.48	2.54	2.33	104.99	108.58	96.72
Railroad and rolling stock equipment.....	41.0	40.2	41.4	2.38	2.36	2.23	97.46	95.08	92.27
Shipbuilding and repairing.....	41.0	41.6	40.9	2.45	2.46	2.30	100.64	102.31	94.18
*Non-ferrous metal products.....	41.2	41.1	40.9	2.35	2.35	2.27	96.79	96.36	92.68
Aluminum products.....	42.1	41.2	41.4	2.10	2.10	2.02	88.40	86.65	83.65
Brass and copper products.....	41.4	42.8	41.5	2.16	2.17	2.16	89.52	92.91	89.58
Smelting and refining.....	41.1	40.8	40.5	2.63	2.63	2.53	108.21	107.14	102.43
*Electrical apparatus and supplies.....	40.8	40.9	41.5	2.09	2.09	2.03	85.33	85.42	84.40
Heavy electrical machinery and equipment.....	42.3	41.2	42.1	2.33	2.33	2.27	98.60	96.06	95.30
Telecommunication equipment.....	39.8	39.6	39.6	1.85	1.86	1.80	73.69	73.67	71.30
*Non-metallic mineral products.....	43.4	43.2	43.5	2.15	2.17	2.05	93.40	93.61	89.14
Clay products.....	42.1	42.5	43.3	1.97	1.97	1.83	82.88	83.93	79.32
Glass and glass products.....	41.5	40.7	40.9	2.17	2.19	2.06	90.27	89.11	84.12
Products of petroleum and coal.....	42.3	42.2	41.5	2.91	2.92	2.83	123.02	123.24	117.52
Petroleum refining and products.....	42.3	42.1	41.5	2.94	2.95	2.87	124.28	124.33	119.14
Chemical products.....	41.5	41.3	41.4	2.31	2.30	2.24	95.63	94.83	92.58
Medicinal and pharmaceutical preparations.....	40.2	40.0	40.0	1.82	1.82	1.74	73.14	72.72	69.71
Acids, alkalis and salts.....	41.2	41.1	41.8	2.65	2.65	2.58	109.38	108.81	107.96
Miscellaneous manufacturing industries.....	41.2	40.7	41.1	1.69	1.69	1.66	69.48	68.58	68.15
<b>Construction</b> .....	<b>41.6</b>	<b>40.9</b>	<b>41.3</b>	<b>2.38</b>	<b>2.40</b>	<b>2.20</b>	<b>\$ 98.87</b>	<b>\$ 98.16</b>	<b>\$ 90.90</b>
Building and general engineering.....	40.1	40.2	39.9	2.60	2.61	2.43	104.36	104.71	96.83
Highways, bridges and streets.....	44.6	42.6	43.7	1.95	1.96	1.83	87.17	83.64	80.19
<b>Electric and motor transportation</b> .....	<b>44.1</b>	<b>43.8</b>	<b>44.9</b>	<b>2.13</b>	<b>2.12</b>	<b>2.06</b>	<b>\$ 93.81</b>	<b>\$ 93.13</b>	<b>\$ 92.63</b>
<b>Service</b> .....	<b>36.8</b>	<b>36.6</b>	<b>37.1</b>	<b>1.27</b>	<b>1.27</b>	<b>1.19</b>	<b>\$ 46.68</b>	<b>\$ 46.60</b>	<b>\$ 44.24</b>
Hotels and restaurants.....	36.4	36.0	36.8	1.21	1.22	1.15	44.00	44.03	42.19
Laundries and dry cleaning plants.....	39.4	39.9	39.9	1.24	1.22	1.15	48.88	48.87	45.80

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 592, June issue.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND**

(SOURCE: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
September 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
September 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965 <sup>(1)</sup> .....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965 <sup>(1)</sup> .....	43,058	28,809	71,867	144,812	100,407	245,219

<sup>(1)</sup> Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1961-1964 AND DURING MONTH AUGUST 1964-AUGUST 1965**

(SOURCE: National Employment Service, Department of Labour)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,723
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—August.....	198,847	97,928	86,901	56,448	69,893	41,514
1964—September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August <sup>(1)</sup> .....	203,613	98,578	102,786	60,863	78,643	42,910

<sup>(1)</sup> Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING AUGUST 1965<sup>(1)</sup>**

(Source: National Employment Service, Department of Labour)

Industry Group	Male	Female	Total	Change from August, 1964
<b>Agriculture, Fishing, Trapping</b> .....	<b>15,354</b>	<b>8,395</b>	<b>23,749</b>	<b>+ 1,253</b>
<b>Forestry</b> .....	<b>2,268</b>	<b>23</b>	<b>2,291</b>	<b>— 111</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>993</b>	<b>72</b>	<b>1,065</b>	<b>+ 148</b>
Metal Mining.....	613	10	623	+ 118
Fuels.....	137	40	177	— 14
Non-Metal Mining.....	43	4	47	— 18
Quarrying, Clay and Sand Pits.....	147	7	154	+ 85
Prospecting.....	53	11	64	— 23
<b>Manufacturing</b> .....	<b>18,886</b>	<b>12,447</b>	<b>31,333</b>	<b>+ 3,332</b>
Foods and Beverages.....	3,758	5,628	9,386	+ 581
Tobacco and Tobacco Products.....	10	19	29	— 51
Rubber Products.....	188	111	299	+ 140
Leather Products.....	320	277	597	+ 62
Textile Products (except clothing).....	763	485	1,248	+ 198
Clothing (textile and fur).....	485	1,828	2,313	— 106
Wood Products.....	2,665	300	2,965	+ 762
Paper Products.....	1,344	376	1,720	+ 157
Printing, Publishing and Allied Industries.....	1,000	534	1,534	+ 634
Iron and Steel Products.....	3,105	573	3,678	+ 542
Transportation Equipment.....	1,904	463	2,367	+ 59
Non-Ferrous Metal Products.....	585	183	768	+ 68
Electrical Apparatus and Supplies.....	728	740	1,471	+ 63
Non-Metallic Mineral Products.....	714	90	804	+ 61
Products of Petroleum and Coal.....	51	6	57	+ 5
Chemical Products.....	564	303	867	+ 167
Miscellaneous Manufacturing Industries.....	702	528	1,230	— 10
<b>Construction</b> .....	<b>14,252</b>	<b>238</b>	<b>14,490</b>	<b>+ 2,931</b>
General Contractors.....	9,814	149	9,963	+ 2,371
Special Trade Contractors.....	4,438	89	4,527	+ 560
<b>Transportation, Storage and Communication</b> .....	<b>6,153</b>	<b>365</b>	<b>6,518</b>	<b>— 1,025</b>
Transportation.....	5,446	188	5,634	— 1,176
Storage.....	569	47	616	+ 95
Communication.....	138	130	268	+ 56
<b>Public Utility Operation</b> .....	<b>449</b>	<b>51</b>	<b>500</b>	<b>+ 245</b>
<b>Trade</b> .....	<b>8,464</b>	<b>5,214</b>	<b>13,678</b>	<b>+ 690</b>
Wholesale.....	4,039	1,599	5,638	+ 731
Retail.....	4,425	3,615	8,040	— 41
<b>Finance, Insurance and Real Estate</b> .....	<b>574</b>	<b>1,186</b>	<b>1,760</b>	<b>+ 116</b>
<b>Service</b> .....	<b>11,250</b>	<b>14,919</b>	<b>26,169</b>	<b>+ 2,567</b>
Community or Public Service.....	982	1,610	2,592	+ 638
Government Service.....	2,766	1,667	4,433	+ 1,415
Recreation Service.....	1,248	287	1,535	— 208
Business Service.....	2,015	1,190	3,205	+ 319
Personal Service.....	4,239	10,165	14,404	+ 403
<b>GRAND TOTAL</b> .....	<b>78,643</b>	<b>42,910</b>	<b>121,553</b>	<b>+ 10,146</b>

<sup>(1)</sup> Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX,  
AS AT AUGUST 31, 1965<sup>(1)</sup>**

(Source: National Employment Service, Department of Labour)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	6,607	2,405	9,012
Clerical Workers.....	14,991	45,010	60,001
Sales Workers.....	5,974	12,633	18,607
Personal & Domestic Service Workers.....	24,907	19,360	44,267
Seamen.....	454	3	457
Agriculture, Fishing, Forestry (Ex. log.).....	3,599	722	4,321
Skilled and Semi-Skilled Workers.....	55,610	11,538	67,148
Food and kindred products (incl. tobacco).....	636	300	936
Textiles, clothing, etc.....	1,007	6,506	7,513
Lumber and lumber products.....	3,346	95	3,441
Pulp, paper (incl. printing).....	755	337	1,122
Leather and leather products.....	539	556	1,095
Stone, clay & glass products.....	201	27	228
Metalworking.....	7,601	829	8,430
Electrical.....	938	868	1,806
Transportation equipment.....	2,118	75	2,193
Mining.....	547	—	547
Construction.....	9,409	—	9,409
Transportation (except seamen).....	10,541	89	10,630
Communications & public utility.....	299	—	299
Trade and service.....	2,573	1,030	3,603
Other skilled and semi-skilled.....	10,509	602	11,111
Foremen.....	1,269	202	1,471
Apprentices.....	3,294	20	3,314
Unskilled Workers.....	61,014	19,932	80,946
Food and tobacco.....	1,558	3,999	5,557
Lumber & lumber products.....	4,098	297	4,395
Metalworking.....	3,061	619	3,680
Construction.....	22,221	—	22,221
Other unskilled workers.....	30,076	15,017	45,093
GRAND TOTAL.....	173,158	111,601	284,759

<sup>(1)</sup> Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT AUGUST 31, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) Aug. 31, 1965	Previous Year Aug. 31, 1964		(a) Aug. 31, 1965	Previous Year Aug. 31, 1964
<b>Newfoundland</b>	<b>5,869</b>	<b>7,900</b>	<b>Quebec-Concluded</b>		
Corner Brook.....	1,044	1,563	Sherbrooke.....	3,521	3,220
Grand Falls.....	427	667	Sorel.....	1,124	1,564
St. John's.....	4,398	5,670	Thetford Mines.....	1,351	1,466
<b>Prince Edward Island.....</b>	<b>975</b>	<b>1,096</b>	Trois-Rivières.....	1,057	2,549
Charlottetown.....	514	707	Val-d'Or.....	711	917
Summerside.....	461	389	Valleyfield.....	1,103	1,177
<b>Nova Scotia.....</b>	<b>10,450</b>	<b>11,805</b>	Victoriaville.....	946	1,257
Amherst.....	358	322	Ville St. Georges.....	914	1,086
Bridgewater.....	443	454	<b>Ontario.....</b>	<b>109,890</b>	<b>109,533</b>
Halifax.....	3,685	4,546	Amprior.....	158	209
Inverness.....	179	165	Barrie.....	926	784
Kentville.....	631	752	Belleville.....	1,178	1,191
Liverpool.....	196	244	Bracebridge.....	281	265
New Glasgow.....	1,128	890	Brampton.....	1,255	1,037
Springhill.....	196	208	Brantford.....	2,048	1,589
Sydney.....	2,133	2,600	Brockville.....	247	327
Sydney Mines.....	427	446	Carleton Place.....	174	147
Truro.....	581	556	Chatham.....	792	1,494
Yarmouth.....	493	622	Cobourg.....	961	869
<b>New Brunswick.....</b>	<b>8,450</b>	<b>9,400</b>	Collingwood.....	293	399
Bathurst.....	876	937	Cornwall.....	1,211	1,395
Campbellton.....	757	964	Elliot Lake.....	170	292
Edmundston.....	436	415	Fort Erie.....	274	260
Fredericton.....	576	964	Fort Frances.....	224	263
Minto.....	169	143	Fort William.....	865	1,097
Moncton <sup>(2)</sup> .....	1,969	2,126	Galt.....	870	706
Newcastle.....	785	799	Gananoque.....	115	113
Saint John.....	1,921	2,223	Goderich.....	179	204
St. Stephen.....	340	392	Guelph.....	915	779
Sussex.....	219	156	Hamilton.....	9,121	8,592
Woodstock.....	402	281	Hawkesbury.....	314	354
<b>Quebec.....</b>	<b>88,385</b>	<b>99,427</b>	Kapusking.....	320	411
Alma.....	1,045	1,287	Kenora.....	298	338
Asbestos.....	224	327	Kingston.....	1,381	1,452
Baie Comeau.....	513	439	Kirkland Lake.....	522	428
Beauharnois.....	653	832	Kitchener.....	1,305	1,615
Buckingham.....	380	361	Leamington.....	391	195
Causapscal.....	404	501	Lindsay.....	799	634
Chandler.....	605	629	Listowel.....	61	110
Chicoutimi.....	1,495	1,472	London.....	2,792	3,410
Cowansville.....	282	217	Long Branch.....	2,951	2,672
Dolbeau.....	626	632	Midland.....	293	306
Drummondville.....	1,407	1,414	Napanee.....	260	187
Farnham.....	164	228	New Liskeard.....	184	286
Forestville.....	296	187	Newmarket.....	684	588
Gaspé.....	423	476	Niagara Falls.....	1,030	628
Granby.....	1,008	1,190	North Bay.....	616	669
Hull.....	2,246	2,007	Oakville.....	1,658	684
Joliette.....	3,123	2,835	Orillia.....	525	509
Jonquière.....	1,802	1,720	Oshawa.....	11,286	9,019
Lachute.....	309	336	Ottawa.....	4,591	4,211
Lac-Mégantic.....	455	423	Owen Sound.....	677	533
La Malbaie.....	693	375	Parry Sound.....	56	202
La Tuque.....	632	429	Pembroke.....	801	678
Lévis.....	1,729	2,122	Perth.....	163	250
Louiseville.....	490	489	Peterborough.....	1,704	1,643
Magog.....	455	355	Picton.....	158	186
Maniwaki.....	306	296	Port Arthur.....	946	1,217
Matane.....	503	524	Port Colborne.....	395	419
Mont-Laurier.....	336	467	Prescott.....	276	369
Montmagny.....	646	730	Renfrew.....	254	321
Montréal.....	32,127	39,674	St. Catharines.....	3,934	3,204
New Richmond.....	548	633	St. Thomas.....	538	519
Port Alfred.....	382	394	Sarnia.....	1,238	2,115
Québec.....	7,982	9,487	Sault Ste. Marie.....	1,588	1,612
Rimouski.....	1,016	890	Simcoe.....	523	878
Rivière-du-Loup.....	1,023	1,287	Smiths Falls.....	201	216
Roberval.....	807	986	Stratford.....	195	465
Rouyn.....	1,058	1,029	Sturgeon Falls.....	198	245
Ste. Agathe des Monts.....	250	270	Sudbury.....	1,433	1,946
Ste. Anne de Bellevue.....	552	630	Tillsonburg.....	316	238
Ste. Thérèse.....	1,559	1,431	Timmins.....	952	995
St. Hyacinthe.....	921	792	Toronto.....	27,032	29,210
St. Jean.....	1,310	1,368	Trenton.....	667	533
St. Jérôme.....	1,084	1,114	Walkerton.....	272	254
Sept.-Îles.....	1,087	586	Wallaceburg.....	129	311
Shawinigan.....	1,772	2,320	Welland.....	1,852	2,022
			Weston.....	2,152	2,509
			Windsor.....	6,275	5,271
			Woodstock.....	327	424

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT AUGUST 31, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Aug. 31, 1965	Previous Year Aug. 31, 1964		(1) Aug. 31, 1965	Previous Year Aug. 31, 1964
<b>Manitoba</b> .....	<b>10,510</b>	<b>11,403</b>	<b>British Columbia</b> .....	<b>31,537</b>	<b>34,227</b>
Brandon.....	763	727	Chilliwack.....	656	732
Dauphin.....	284	367	Courtenay.....	600	394
Flin Flon.....	132	133	Cranbrook.....	366	398
Portage la Prairie.....	264	333	Dawson Creek.....	512	565
The Pas.....	211	250	Duncan.....	454	465
Winnipeg.....	8,856	9,593	Kamloops.....	1,098	1,289
<b>Saskatchewan</b> .....	<b>5,750</b>	<b>6,109</b>	Kelowna.....	912	573
Estevan.....	53	116	Mission City.....	355	497
Lloydminster.....	64	65	Nanaimo.....	507	465
Moose Jaw.....	571	473	Nelson.....	361	386
North Battleford.....	313	273	New Westminster.....	4,376	5,068
Prince Albert.....	653	659	Penticton.....	808	566
Regina.....	1,732	1,950	Port Alberni.....	378	365
Saskatoon.....	1,695	1,851	Prince George.....	890	1,449
Swift Current.....	154	189	Prince Rupert.....	524	670
Weyburn.....	57	95	Quesnel.....	265	389
Yorkton.....	458	438	Trail.....	375	447
<b>Alberta</b> .....	<b>13,033</b>	<b>16,378</b>	Vancouver.....	14,940	16,350
Blairmore.....	146	114	Vernon.....	720	569
Calgary.....	5,048	5,688	Victoria.....	2,324	2,362
Drumheller.....	132	240	Whitehorse.....	116	228
Edmonton.....	5,391	7,454	<b>CANADA</b> .....	<b>284,759</b>	<b>307,278</b>
Edson.....	91	129			
Grande Prairie.....	416	554	<b>Males</b> .....	<b>173,158</b>	<b>197,724</b>
Lethbridge.....	889	891			
Medicine Hat.....	406	681	<b>Females</b> .....	<b>111,601</b>	<b>109,554</b>
Red Deer.....	514	627			

(1) Preliminary.

(2) Includes 185 registrations reported by the Iles-de-la-Madeleine, Que. local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1002.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (Revised)\***

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—June.....	4,606,000	4,425,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800
1964—December.....	4,582,000	4,103,800	478,200
November.....	4,491,000	4,216,500	274,500
October.....	4,432,000	4,217,500	214,500
September.....	4,437,000	4,263,400	173,600
August.....	4,463,000	4,281,000	182,000
July.....	4,406,000	4,200,700	205,300
June.....	4,373,000	4,171,100	201,900
May.....	4,169,840	4,025,140	144,700†

\*May 1964 to April 1965 revised on the basis of book renewal at June 1, 1964.

†The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table 3.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
JULY 31, 1965**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more <sup>(1)</sup>	June 30 1965	July 31 1964
CANADA.....	184,426	84,153	45,754	32,681	21,838	180,690	205,326
Male.....	106,205	52,887	24,747	17,082	11,489	106,056	127,243
Female.....	78,221	31,266	21,007	15,599	10,349	74,634	78,083
Newfound land.....	4,073	1,304	1,043	1,138	588	4,988	4,687
Male.....	2,901	942	768	798	393	3,825	3,764
Female.....	1,172	362	275	340	195	1,163	923
Prince Edward Island.....	740	323	185	113	119	717	766
Male.....	487	223	109	78	77	457	531
Female.....	253	100	76	35	42	260	235
Nova Scotia.....	8,171	2,828	2,438	1,759	1,146	8,888	9,227
Male.....	5,571	2,016	1,671	1,149	735	6,287	6,619
Female.....	2,600	812	767	610	411	2,601	2,608
New Brunswick.....	6,970	2,713	1,669	1,690	898	7,467	8,054
Male.....	4,682	1,949	1,067	1,142	524	5,362	5,401
Female.....	2,288	764	602	548	374	2,105	2,653
Quebec.....	58,643	25,988	16,526	9,917	6,212	60,699	64,252
Male.....	36,981	16,988	10,517	6,014	3,462	40,237	41,346
Female.....	21,662	9,000	6,009	3,903	2,750	20,462	22,906
Ontario.....	70,320	37,614	14,575	10,708	7,423	57,908	80,062
Male.....	37,320	23,028	6,042	4,477	3,773	28,037	47,751
Female.....	33,000	14,586	8,533	6,231	3,650	29,871	32,311
Manitoba.....	6,759	2,097	1,700	1,735	1,227	7,264	6,628
Male.....	3,423	1,218	809	751	645	3,975	3,628
Female.....	3,336	879	891	984	582	3,289	3,000
Saskatchewan.....	3,357	1,049	974	678	656	3,788	3,401
Male.....	1,425	421	432	281	291	1,765	1,643
Female.....	1,932	628	542	397	365	2,023	1,758
Alberta.....	7,419	2,471	2,087	1,854	1,007	9,135	9,334
Male.....	3,749	1,367	957	1,005	420	5,140	5,561
Female.....	3,670	1,104	1,130	849	587	3,995	3,773
British Columbia.....	17,974	7,766	4,557	3,089	2,562	19,836	18,915
Male.....	9,666	4,735	2,375	1,387	1,169	10,971	10,999
Female.....	8,308	3,031	2,182	1,702	1,393	8,865	7,916

<sup>(1)</sup>The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large samplings variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
JULY, 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,050	829	221	1,018	531	487	497
Prince Edward Island.....	316	244	72	334	226	108	94
Nova Scotia.....	3,495	2,656	839	3,349	2,279	1,070	1,103
New Brunswick.....	2,543	1,843	700	2,401	1,544	857	894
Quebec.....	27,285	17,600	9,685	23,055	13,186	9,869	15,077
Ontario.....	37,570	26,970	10,600	29,225	14,078	14,147	20,377
Manitoba.....	2,284	1,792	492	1,996	1,211	785	821
Saskatchewan.....	938	727	211	938	601	337	338
Alberta.....	2,760	2,033	727	2,654	1,611	1,043	1,088
British Columbia (incl. Yukon Terri- tory).....	7,868	5,146	2,722	7,293	4,504	2,789	3,172
Total, Canada, July 1965.....	86,109	59,840	26,269	72,263	40,771	31,492	43,461
Total, Canada, June 1965.....	72,014	50,944	21,070	72,568	44,766	27,802	29,615
Total, Canada, July 1964.....	108,939	70,922	38,017	102,495	73,854	28,641	41,279

\*In addition, revised claims received numbered 24,698.

†In addition, 24,219 revised claims were disposed of. Of these, 2,078 were special requests not granted and 1,268 appeals by claimants. There were 6,984 revised claims pending at the end of the month.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JULY 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	10,826	264,418
Prince Edward Island.....	2,307	47,366
Nova Scotia.....	23,677	535,229
New Brunswick.....	19,600	446,087
Quebec.....	161,664	3,922,928
Ontario.....	166,645	3,996,350
Manitoba.....	18,772	427,854
Saskatchewan.....	10,479	222,776
Alberta.....	24,174	573,845
British Columbia (including Yukon Territory).....	58,140	1,391,925
Total, Canada, July 1965.....	496,284	11,828,778
Total, Canada, June 1965.....	672,303	16,229,491
Total, Canada, July 1964.....	595,007	14,085,931

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications im-

posed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	112.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6

NOTE 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF AUGUST 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	Aug. 1964	July 1965	Aug. 1965							
St. John's, Nfld. <sup>(1)</sup> .....	122.5	123.5	124.5	124.0	116.4	116.9	121.5	165.7	149.6	116.1
Halifax.....	132.8	135.4	135.5	135.3	134.6	130.8	138.7	169.9	171.6	125.9
Saint John.....	135.5	138.0	137.8	137.3	135.0	128.9	146.6	192.4	156.2	126.6
Montreal.....	135.5	139.0	138.7	143.1	136.9	112.7	166.8	182.8	157.8	127.1
Ottawa.....	136.6	139.3	139.2	139.4	137.8	125.3	160.5	182.8	150.5	126.7
Toronto.....	137.4	141.1	140.5	135.7	141.9	127.7	147.1	174.7	192.6	123.9
Winnipeg.....	132.4	135.4	135.4	135.3	130.2	126.9	138.3	188.6	143.0	138.3
Saskatoon-Regina.....	130.5	132.3	132.6	135.0	128.4	133.3	136.6	150.9	152.0	124.4
Edmonton-Calgary.....	129.0	130.6	130.9	129.4	128.0	130.2	133.5	174.1	145.8	120.5
Vancouver.....	133.2	135.3	135.5	135.3	135.2	123.1	149.4	157.5	152.0	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup>St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1007.

**TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964—August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965—January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
Aug.....	37	83	27,196	243,550	0.20

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1965, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	600	5,200
Mines.....	45	14,630	138,710
Manufacturing.....	17	5,588	63,690
Construction.....	11	1,806	11,630
Transpn. & utilities.....	5	144	1,900
Trade.....	1	26	80
Finance.....	2	4,402	22,240
Service.....			
Public administration.....			
All industries.....	83	27,196	243,550

**TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1965, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	203	1,380
New Brunswick.....	1	350	700
Quebec.....	11	1,898	23,620
Ontario.....	42	17,413	175,560
Manitoba.....	3	88	750
Saskatchewan.....	2	100	570
Alberta.....			
British Columbia.....	15	1,167	8,450
Federal.....	7	5,977	32,520
All jurisdictions.....	83	27,196	243,550

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
AUGUST 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Aug.	Accu- mulated		
MINES						
<i>Metal</i> Steep Rock Iron Mines, Atikokan, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	500	4,500	4,500	July 31 Aug. 16	Disciplinary action against one employee~return of workers, grievances to be arbitrated.
Merrill Island Mining, Chibougamau, Que.	Steelworkers Loc. 5320 (AFL-CIO/CLC)	100	700	700	Aug. 15 Aug. 25	Wages, grievance procedure, seniority, vacation~wage in- creases, improved grievance procedure, seniority, vaca- tion.
MANUFACTURING						
<i>Food and Beverages</i> H. J. Heinz Co., Leamington, Ont.	Packinghouse Workers Loc. 459 (AFL-CIO/CLC)	1,416	12,740	17,020	July 27 Aug. 15	Wages, overtime, vacation~ 10¢ per hr. wage increase retroactive to 1 Feb., 1965, 12¢ 1 Feb., 1966, 12¢ 1 Feb. 1967; overtime: time and a half after 50 hours in 1965, after 45 hours in 1966, after 40 hours in 1967.
Various Breweries, Various locations, B.C.	Brewery Workers Locs. 280 & 300 (AFL-CIO/CLC)	500 (1,000)*	3,500	3,500	Aug. 23 .....	Wages~
<i>Paper</i> Enveloppe Internationale Montreal, Que.	Printing Trades Federation (CNTU)	128	2,430	2,430	Aug. 5 .....	Wages, hours~
Anglo Can Pulp and Paper Mills, Forestville, Que.	Carpenters Loc. 2817 (AFL-CIO/CLC)	225	900	900	Aug. 19 Aug. 25	More generous fruit and vegetable distribution~re- turn of workers.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	647	14,030	130,790	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen~
<i>Primary Metals</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	23,100	102,600	Apr. 20 .....	Wages, vacations, statutory holidays~
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	725	15,230	33,720	June 24 .....	Wages, welfare program~
Western Canada Steel, Vancouver, B.C.	Steelworkers Loc. 3320 (AFL-CIO/CLC)	430	3,010	3,010	Aug. 12 Aug. 23	Working conditions~return of workers, pending further negotiations about safety conditions.
<i>Metal Fabricating</i> Dominion Steels Coal Corp., Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	300	600	600	Aug. 5 Aug. 8	Slowness in negotiation, dis- missal of one employee~re- turn of workers pending further negotiation.
<i>Machinery</i> Massey Ferguson, Toronto, Ont.	Auto Workers Loc. 439 (AFL-CIO/CLC)	1,600	2,400	2,400	Aug. 11 Aug. 13	Installation of electronic pro- duction recording equipment ~return of workers, pending further negotiation.
<i>Transportation Equipment</i> Smith Bros. Motor Bodies, Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	106	2,230	5,040	June 23 .....	Wages~
American Motors, Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,250	13,800	13,800	Aug. 13 .....	Wages~
De Havilland Aircraft, Malton, Downsview, Ont.	Auto Workers Loc 112 (AFL-CIO/CLC)	4,837	24,190	24,190	Aug. 24 .....	Wages, cost of living bonus~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
AUGUST 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Aug.	Accu- mulated	Termi- nation Date	
<i>Electrical Products</i> Taylor Electric, London, Ont.	I.B.E.W. Loc. 120 (AFL-CIO/CLC)	142	2,270	2,270	Aug. 3 Aug. 25	Wages~terms of settlement unknown.
Canadian Westinghouse, London, Ont.	U.E. Loc. 546 (Ind.)	283	4,650	4,650	Aug. 4 .....	Wages~
<i>Non-Metallic Mineral Products</i> National Sewer Pipe, Various locations, Ont.	CLC—directly chartered	154	3,230	8,460	June 14 .....	Wages, hours~
CONSTRUCTION Various construction contractors, Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	225	2,250	9,960	June 4 Aug. 17	Wages, bereavement pay, union security by sub-con- tractors, fringe benefits~85¢ to \$1.05 per hr. wage increase spread over 4 years.
Toronto Construction Association, Toronto, Ont.	Various unions	2,453	33,270	125,250	June 11 Aug. 30	Wages~50¢ to \$1.06 per hr. wage and welfare benefits spread over a 2 or 4-year period.
The Builders Exchange, London, Ont.	Various unions	395	490	10,360	July 5 Aug. 5	Wages~13¢ per hr. wage in- crease.
Various construction contractors, Quebec, Que.	Plumbers and Electricians (CNTU)	1,200	16,800	27,600	July 20 Aug. 21	Wages~20¢ per hr. increase immediately, 20¢ on May 1, 1966, 20¢ on May 1, 1967; improved overtime rate.
Brown and Roote, Smooth Rock Falls, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	300	1,350	1,350	Aug. 3 Aug. 10	Travel allowances~\$2.00 in- crease in travel allowances.
Various construction contractors, Sault Ste. Marie, Ont.	Various unions	398	7,160	7,160	Aug. 10 Aug. 30	Wages, working conditions and overtime~wage in- creases, improved working conditions and overtime rate.
Mace Limited, Belledune, N.B.	Labourers Loc. 1278 (AFL-CIO/CLC)	350	700	700	Aug. 28 .....	Wages, hours~
TRANSPN & UTILITIES <i>Transportation</i> Cumberland Railway Co., Gloucester, N.S.	Trainmen Loc. 684 (AFL-CIO/CLC)	103	430	430	Aug. 16 Aug. 22	Delay of conciliation board report~return of workers.
Various shipping companies, Hamilton, Ont.	Longshoremen and Warehousemen Loc. 1654 (AFL-CIO/CLC)	150	150	150	Aug. 26 Aug. 27	Alleged harbor Commission- er's criticism of union mem- bers~return of workers.
<i>Storage</i> Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	118	1,260	6,590	June 2 Aug. 16	Wages, fringe benefits~48¢ per hr. wage increase spread over a 3-year period.
National Harbours Board, Montreal, Que.	(CNTU) directly chartered	1,142	7,340	46,910	June 13 Aug. 10	Wages, union security, recog- nition of shop stewards, seniority and pension plan~ 50¢ per hr. wage increase over a 2-year period; union secu- rity, recognition of shop ste- wards, improved grievance procedure, seniority rights and pension plan.
TRADE Cape Breton Automobile Dealers Association, Sidney, N.S.	Sidney Garage Workers Loc. 10 (CLC)	100	950	1,150	July 29 Aug. 16	Wages, hours~return of workers when agreement reached.
PUBLIC ADMINISTRATION <i>Federal Administration</i> Post Office Department Various locations in Canada.	Letter Carriers and Postal Employees' Association	4,369	21,880	94,790	July 22 Aug. 9	Wages~\$510 to \$560 per yr. wage increase.

## Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in many-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the

economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND OCCUPATION DURING THE SECOND QUARTER OF 1965**

(Preliminary)

Occupation	Agriculture	Forestry	Fishing <sup>1</sup>	Mining <sup>2</sup>	Manufacturing	Construction	Transportation <sup>3</sup>	Trade	Finance <sup>4</sup>	Service <sup>5</sup>	Public Administration <sup>6</sup>	Total	Per Cent of Total
Managerial.....		2	2	1	2	2	1	3		1		14	6.4
Professional and technical.....											2	2	0.9
Clerical.....					1		1					2	0.9
Sales.....								2				2	0.9
Service and recreation.....		1			1		2			1	3	8	3.6
Transport and communication.....	2			1	2	2	21	3				31	14.1
Farmers and farm workers.....	11											11	5.0
Loggers and related workers.....		18										18	8.2
Fisherman, trappers and hunters.....			15									15	6.8
Miners, quarrymen and related workers.....				18								18	8.2
Craftsmen, production process and related workers.....		1		2	29	35	13	2		2		84	38.2
Labourers and unskilled workers (not agricultural, fishing, logging, or mining).....					4	9	1			1		15	6.8
Total.....	13	22	17	22	39	48	39	10		5	5	220*	100.0
Per cent of total.....	5.9	10.0	7.7	10.0	17.7	21.8	17.7	4.6		2.3	2.3	100.0	.....

<sup>1</sup> Includes trapping and hunting.    <sup>2</sup> Includes quarrying and oil wells.    <sup>3</sup> Includes storage, communication, electric power, gas and water utilities.    <sup>4</sup> Includes insurance and real estate.    <sup>5</sup> Includes community, business and personal service.    <sup>6</sup> Includes defence.

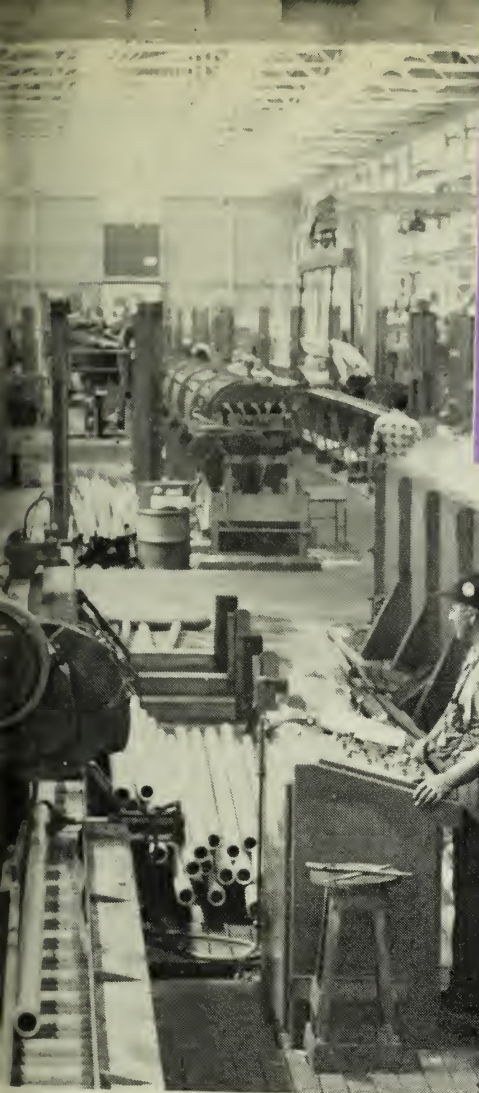
\* Of this total, 142 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 78 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, DURING THE SECOND QUARTER OF 1965\***

(Preliminary)

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total
Striking against or stepping on objects.....					1	1						2
Struck by:												
(a) tools, machinery, cranes, etc.....		1	1		1	2	3					5
(b) moving vehicles.....				2	1	3	3					9
(c) other objects.....		12		4	2	12	5	1				36
Caught in, on or between machinery, vehicles, etc.....	5	1	2	2	4	6	1	3		2		24
Collisions, derailments, wrecks, etc.....	4	2		1	6	1	19	2		1	1	37
Falls and slips:												
(a) on same level.....		1		1	1	2	1			2		8
(b) to different levels.....	1	2	16	7	6	11	4				2	49
Conflagrations, temperature extremes and explosions.....		1		3	2	3	1	3				13
Inhalation, absorptions, asphyxiation and industrial diseases.....		1		2	8	1	2	1				15
Electric current.....	2	1			5	5	3				1	17
Over-exertion.....												
Miscellaneous accidents.....	1				2	1					1	6
Total.....	13	22	17	22	39	48	39	10		5	5	220

\* See footnote to Table H-1.



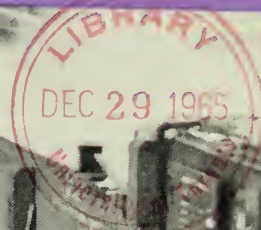
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1008

# THE LABOUR GAZETTE

Vol. LXV, No. 11 November 30, 1965



Industrial Relations in the Next Decade (p. 1018)



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(Continued on page three of cover)

# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister

George V. Haythorne, Deputy Minister

Published Monthly in  
English and French

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*Indexed in the Canadian Periodical Index*

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## Membership Statistics on Canadian Unions

*Annual survey of labour organizations shows union membership in Canada was at a record high of 1,589,000 at start of 1965 with three quarters in organizations affiliated with the CLC*

Union membership in Canada at the beginning of 1965 was at a record high of 1,589,000, the Department's annual survey of labour organizations has shown. Complete results of the survey are published in *Labour Organizations in Canada, 1965*.

Union membership was higher by almost 96,000 than in January of the previous year, a net gain of 6.4 per cent, and the highest percentage increase in any year since 1956.

Union members constituted 29.7 per cent of the 5,343,000 non-agricultural paid workers in Canada at January 1965, and 23.2 per cent of the total labour force.

### Three Quarters in CLC

Almost three quarters of all union members in Canada were in organizations affiliated with the Canadian Labour Congress. In most cases, these unions were affiliated also with the American Federation of Labor and Congress of Industrial Organizations.

Another 9.4 per cent of the total union membership in 1965 was in organizations affiliated with the Confederation of National Trade Unions. Unaffiliated international and national unions accounted for 12 per cent, and 3 per cent was in independent local organizations.

The 1965 figures show a membership increase of 75,000, or 6.8 per cent, for the CLC. Affiliates of the CLC, with a total membership of 1,181,100, included 110 national and international unions and 162 directly chartered locals. International unions comprised 84 per cent of total CLC membership; national unions, including directly chartered locals, accounted for the balance.

Membership increase for the CNTU was 28,500, or 23.5 per cent. There were 13 federations, with 640 locals, in the CNTU at the beginning of 1965, together with 54 non-federated locals. Total CNTU membership was 150,053.

### 111 International Unions

International unions had 1,131,600 members, or 71 per cent of the national total. Of

the 111 international unions active in Canada, 89 were affiliated with the AFL-CIO and the CLC, eight were affiliates of the AFL-CIO only, and three were affiliated with the CLC only. There were two unaffiliated railway unions, and nine other unaffiliated unions.

United Steelworkers of America (AFL-CIO/CLC) was the largest union, with 110,000 members. Canadian Union of Public Employees (CLC) had 84,800 members, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (AFL-CIO/CLC) was third largest with 77,500 members.

*Labour Organizations in Canada, 1964* is available in English and French from the Queen's Printer, Ottawa, at 50 cents a copy.

### Union Membership Continues Upward in U.S.

The trend of union membership continues upward, according to the biennial survey conducted by the U.S. Labor Department's Bureau of Labor Statistics.

Preliminary figures show a rise in members of AFL-CIO affiliates to 15,150,000 last year from 14,835,000 at the time of the previous survey in 1962.

The auto workers emerged as the largest union with a 1964 membership of 1,168,067, a gain of about 95,000 during the two-year period.

The total of all union membership in the United States—excluding Canadian members of unions with headquarters in the U.S.—stood at 16,841,000 compared with 16,559,000 in 1962.

Despite the increase, the proportion of union members in the labour force remained unchanged over the biennium at 21.9 per cent. For union workers in non-agricultural employment only, there was a drop from 29.2 per cent in 1962 to 28.9 per cent last year.

Membership drops were reported over the two-year period by the railroad brotherhoods, while unions of city and state employees reported gains.

## 50 Years Ago This Month

*Employment generally at a high level in October 1915, with a heavy demand for skilled and unskilled labour, but in some places, especially Vancouver, unemployment persisted*

Employment in October 1915 was in general at a high level, and public employment agencies throughout the country reported a heavy demand for both skilled and unskilled help, the *LABOUR GAZETTE* for November of that year reported. Notwithstanding this favourable report, it appeared from the reports of correspondents from across the country that vestiges of the recent heavy unemployment remained in some places.

The Vancouver correspondent reported "no improvement . . . over last month," and "the same general slackness which has prevailed for the past 12 months." From New Westminster the report was that "the number of unemployed was less than during September."

The Nanaimo correspondent said that "the condition of labour . . . has shown a slight improvement over last month, owing chiefly to a large number of employed going back to the old country to work, and also to the mines working more steadily than last month, but there were still a large number of unemployed men in the city and district."

In September, two commissioners had been sent to Canada by the British Government to try to arrange for the transfer of unemployed coal miners from Vancouver Island to England, where there was a shortage of miners (*L.G.*, Oct., p. 879). The results of the mission, according to this journal's November issue, was that arrangements had been made for the transfer of about 350 men; and in about 40 cases, arrangements had also been made for the families of the men to go with them.

Coincident with the continuance of unemployment in the Vancouver Island coal mining industry, there was reported to be a shortage of coal miners in the Nova Scotia mines. At Springhill, the Dominion Coal Company was advertising for miners and mine labourers, and it was reported that between 300 and 500 miners could be placed. Shortage of labour was also curtailing output at Westville.

Some months earlier, two commissioners of the British Board of Trade, who had come to Canada to recruit workers for the munitions factories, were reported to have engaged 1,710 machinists, shipwrights, blacksmiths and other iron workers. In this journal's November issue it was reported that

word had been received that "in a number of cases the men received wages lower than they understood would be paid; also a few cases had been reported where the workmen were not found suited to the work required."

The British Board of Trade decided to grant a separation allowance of 17s.6d. [a week?] to the families of these men, and arrangements were made for the Department of Labour to co-operate in the distribution of these allowances.

A four-day strike of about 2,500 men employed at the asbestos mines at Thetford, Que., occurred in October. These employees had suffered a wage reduction at the outbreak of war, and they now sought a restoration of their former wages. It seemed that the situation was complicated by friction between enemy aliens, chiefly Austrians and Russians, who were working at the mines. A fair wages officer of the Department took an active part in settling the dispute, but the terms of settlement were not reported.

At the annual meeting of the Grand Trunk Pacific Railway, reference was made to "the inauguration of the 'National' train, which formed the first regular connection between the Grand Trunk Railway in the East and the Grand Trunk Pacific in the West, operated via the Grand Trunk, the Temiskaming and Northern Ontario, and the National Transcontinental Railway."

The Department of Labour's index of wholesale prices showed that Canadian wholesale prices, which had stood at 110.3 in 1890, and dropped to a low point of 92.2 in 1897, had reached 137.1 at the end of 1913 and 137.6 at the end of 1914. By October 1915, the index stood at 148.8. The index was based on the average prices of 272 commodities from 1890 to 1899.

In Great Britain, prices had been rising faster than in Canada since the outbreak of the war. In 1890, the *Economist* index of wholesale prices, based on average prices of 44 commodities from 1901 to 1905, was 101.5 in 1890. It dropped to a low point of 89 in 1897 and 1898, reached 119.2 in December 1913, and a year later stood at 127.3. In October 1915 it was 153.0.

In the United States, on the other hand, wholesale prices had remained almost stationary since the outbreak of war.

## Gordon G. Cushing, Assistant Deputy Minister, Dies at 52

Gordon G. Cushing, who became Assistant Deputy Minister of Labour in 1958 after a 20-year career in the labour movement, died on October 9. He was 52.

At the time of his joining the Department of Labour, he was executive Vice-President of the Canadian Labour Congress, an office to which he had been elected at the founding convention in May 1956 of the Congress. Before the merger of the Canadian Congress of Labour and the Trades and Labour Congress of Canada, he had served for 11 years as Secretary-Treasurer of the TLC.

Gordon Cushing was born in Calgary, Alta., in March 1913. On graduation from Calgary Commercial High School, he followed his father's footsteps into the lumber business but soon moved to employment with General Motors as director of dealer finance. For two years during the Depression, 1933 and 1934, he was unemployed.

In 1935 he found work with the Canada Malting Company. When a union was formed in the plant in 1939, he became a charter member. The next year he became Secretary of the local, Maltworkers' Union, Local 124 of the International Union of Brewery and Soft Drink Workers.

In 1941 he became Secretary of the Calgary Labour Council, a full-time position, and thus became a paid union official. From 1945 to 1949 he served also as Secretary of the Alberta Federation of Labour. In 1949 he was elected Secretary-Treasurer of the Trades and Labour Congress of Canada and took up residence in Ottawa.

He served on Calgary City Council in 1948 and 1949.

Active in welfare and educational work, Mr. Cushing served for 10 years as Treasurer of the Canadian Welfare Council, of which he was a member of the Board of Governors, and was a member of the Executive Council of the Canadian Association of Adult Education. He occupied the same position with the Canadian Citizenship Council.

In the period prior to his joining the Department of Labour, Mr. Cushing represented organized labour on the Unemployment Insurance Advisory Committee, the Vocational Training Advisory Council, the National Advisory Committee on the Rehabilitation of Disabled Persons, and on the National Research Council.

Hon. Allan J. MacEachen, Minister of Labour, has expressed the following tribute:

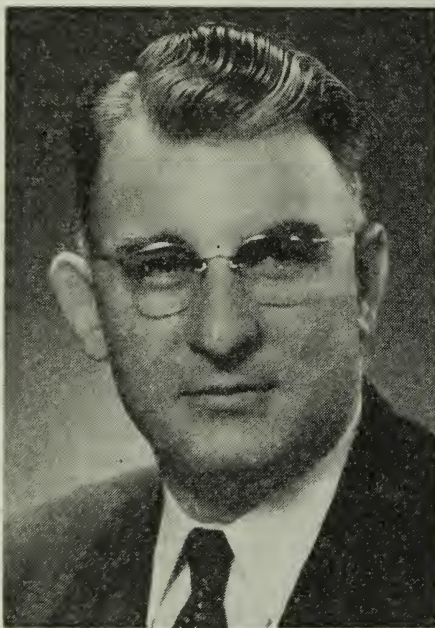
"Gordon Cushing was a union man in the very best sense of the word—a man motivated always by a concern with the individual and his problems, and a strong sense of social justice. He liked people, and people liked and responded to him, as his legion of friends all across the country will attest.

"These were the special qualities that distinguished Gordon Cushing in the many positions he held in the labour movement. He brought these same qualities to his career in the public service, as well as his outstanding knowledge and judgment in labour matters.

"As a colleague and as a friend he will be missed in the Department of Labour, in the labour movement and in the community organizations he served so well. His death has saddened us all."

George V. Haythorne, Deputy Minister of Labour, said: "Gordon will be remembered by those of us who worked closely with him in the Department of Labour for his warm and friendly nature, for his broad humanity and concern for others, for his ability to rise above pettiness or issues of passing significance, for his willingness to shoulder his share of the load, and for his contributions to many important aspects of our departmental work and activities.

"Outside the Department also, Gordon had many friends and associates. Those who had dealings with him respected his impartiality and sense of fair play. This was true of employers and union leaders, just as it was of those in government circles."



## Transitional Benefit Plan For Auto Workers Started

The Transitional Assistance Benefit Plan for workers in the automobile and automotive parts industries has been implemented by the Department of Labour and the Unemployment Insurance Commission.

Applications under the plan are now being received at local offices of the UIC for payments that range from 62 to 75 per cent of a worker's weekly pay. The amount paid will be governed by the number of his dependants, and can be as much as 65 per cent of the average weekly wages in the automobile and parts industries. Grants are also available to help pay transportation costs to employment in other areas.

The plan is intended to assist workers whose jobs are affected by the Canada-U.S. automotive agreement. The Government recognized that the expansion and the increased employment that would result from the agreement would involve considerable re-organization of production and the work force. The over-all impact of the program is expected to provide an important stimulus to the economy as a whole.

## Auto Companies May Eliminate Canadian-U.S. Wage Differences

Walter Reuther, president of the UAW, speaking at the annual meeting of the union's Ford council in Detroit last month, said that he expected the Big Three auto companies to agree to eliminate differences between U.S. and Canadian wages in the auto and auto parts industries when the next contracts with the union were negotiated in 1967.

Mr. Reuther said that Canadian auto workers were making from 40 to 45 cents an hour less than workers in the American industry. At the same time, Canadian consumers were paying \$1,000 to \$1,200 more for their cars. The UAW has 81,000 Canadian members.

## Aid to Cape Breton Industry Will Maintain Employment

The Government will make large-scale investments in the Cape Breton coal mining industry in the immediate future, and early in 1966 will introduce a comprehensive long-term plan, Hon. Allan J. MacEachen, Minister of Labour, announced in October.

Mr. MacEachen said that the Government was fundamentally concerned with the maintenance of employment in Cape Breton, and that besides the investment in the coal mining industry, other measures would be taken to stimulate the area's economy.

The Government has broadened the subvention system, and it has been trying to

increase the use of Cape Breton coal for thermal power production. It has directed also that the National Energy Board study and report on the best means of bringing about the increased use of coal for thermal power on a substantial scale.

In addition the Government has arranged for a study of methods of reorganization, modernization and re-equipment of the industry. This work is being carried on with the co-operation of the industry, the trade union concerned, and the Government of Nova Scotia, which has appointed a special committee to deal with certain aspects of the coal industry. The position of the independent operators, as well as of Dominion Steel and Coal Corporation, Limited, is being studied.

While this review is going on, the Government will provide capital on a substantial scale for immediate needs. This will include provision of a new type of coal-mining equipment and the general renovation of mining facilities.

## Study Committee Formed To Aid Quebec's Shoe Industry

An agreement to set up a committee to study ways and means of helping Quebec's failing shoe manufacturing industry was signed recently by representatives of management, labour, and the provincial and federal governments.

The Quebec industry supplies about half of Canada's shoes, and it employs some 12,000 persons in 132 companies. During the last few years the industry has been losing ground.

"Traditionally a semi-handicraft industry," said Gérard Lévesque, Quebec Minister of Industry and Commerce, "it now must make a complete revision of its manufacturing procedures and its marketing techniques because of recent technological developments."

Hon. Maurice Sauvé, federal Minister of Forestry, who signed the agreement in place of Labour Minister MacEachen, said that under the terms of the agreement, two parallel research programs would be carried out with the help of economists, sociologists and industrial engineers.

"The first program will be concerned with improving the productivity of each enterprise and of the industry as a whole," he said. "The second will investigate how these changes may affect manpower and what means can be taken to provide positive solutions for manpower problems."

Hon. Carrier Fortin, Quebec Minister of Labour, who signed on behalf of the provincial Government, explained that the two governments were only providing money, and that it would be for the study committee to make decisions.

## Canadian Economists Contribute To New Book, *Hours of Work*

A new book, *Hours of Work*, published by Harper & Row, New York, as an addition to the Industrial Relations Research Association Series, contains a chapter on "Hours of Work in Canada" by W. R. Dymond and George Saunders of the Canadian Department of Labour. Dr. Dymond is an Assistant Deputy Minister, and Dr. Saunders is Chief, Labour Management Division, Economics and Research Branch.

Although there is no effective legislation, the 40-hour week is now the standard for the majority of full-time non-office workers in Canada, these writers say. However, "longer work-weeks are still in effect for concentrations of workers in particular industries and areas."

### Work Week Study

A study of the work-week situation shows that "productivity or 'ability to pay', geographic location, and unionism are the key factors separating those non-office workers now on a 40-hour, or close to 40-hour work-week, and those working longer hours." The writers point out, however, that, although on the whole, unionism is associated with the shorter work-week, this association in turn appears to be connected with the relation between unionism and productivity, concentration, or geographic location.

"Hours of work in large urban areas, and in Ontario and the western provinces, tend to be shorter than in smaller urban areas and in the province of Quebec and the Atlantic region. In British Columbia, nearly all of the non-office workers surveyed enjoy 40- or near 40-hour work-weeks. British Columbia is a high wage, high productivity, highly unionized area where labour market competition is sufficiently active to ensure the adoption of preferred conditions of employment across most of the province. Wage levels in Canada have been found to be affected in a similar way . . .

### Only Where Productive

"Reductions in the work-week with the same take-home pay are only possible where industry is productive and can afford to pay high hourly wages to ensure no loss in pay when hours are reduced," the writers go on to say. "In many of the very-long-hours situations, such reductions themselves may produce offsetting increases in productivity, and therefore are costless to industry. But beyond a certain level, continued reductions in hours add to costs.

"In these cases, productivity advances (or product market concentration) become a necessary condition for further reductions, but by themselves may not ensure shorter hours.

It is in these instances that union activity and an active and competitive labour market might have played an important role in bringing hours down to 40 or less for the majority of Canadian workers.

"Collective bargaining serves to articulate worker's preference for more leisure. An active and competitive labour market helps to ensure the adoption of this preference . . .

"Finally, it has been noticed that in the prosperous, advanced sectors of the economy, where most full-time non-office workers enjoy a 40-hour work week, few of these workers work shorter hours. This phenomenon reflects the choice of workers who work a standard work-week of 40 hours to take their leisure in other forms.

"In recent years, holidays and other time paid for but not worked have been increasing. This trend suggests that the issue of the shorter work-week (that is work-weeks below 40 hours), which is currently receiving so much attention, is not only one of whether industry can afford it, but is to a greater extent one of workers' choosing alternative means of reducing their work time."

## 20th Anniversary of Landmark In Canadian Economic History

The 20th anniversary of the publication of the federal Government's White Paper on employment and income is being marked by the Economics Department of Carleton University with a series of public lectures by Dr. W. A. Mackintosh, who claims to have been largely instrumental in persuading the Government to issue the Paper.

In a recent statement, Dr. Mackintosh said that, toward the end of World War II, when he was an official in the Department of Reconstruction and Supply, he began to press his political chiefs—Mackenzie King and C. D. Howe in particular—to make a firm declaration of postwar employment policy.

Before the war, the federal Government's position had always been that unemployment was a provincial responsibility, and that the federal treasury would not pay anything toward unemployment relief unless the burden was more than the provinces could bear.

The change in this attitude made necessary by wartime conditions, however, paved the way for a permanent change; and the White Paper declared that "The central task of reconstruction, in the interest of the armed services and civilians alike, must be to accomplish a smooth, orderly transition from the economic conditions of war to those of peace, and to maintain a high and stable level of employment and income. The Government adopts this as a primary object of pol-

icy. . . . The active co-operation of all governments and groups in the country will be essential to success." (L.G. 1945, p. 616)

In answer to the question, What of the situation now, 20 years later? Dr. Mackintosh, who is now vice-chancellor of Queen's University, said, "The responsibility of the federal government for maintenance of employment and income has become complicated by the claims of the provinces for wider autonomy—claims which they will quickly reverse if we come to a period of declining employment."

## Manpower Policy Reports Available from OECD

A report on Sweden is the first of a series of reports of studies of the manpower policies of various countries undertaken by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development.

A summary of this report, reprinted from the *OECD Observer*, says that Sweden was chosen as the subject of the first study because "it has had a consistently high level of employment since the war, and because the Swedish authorities have, in addition to the traditional fiscal and monetary policy tools, used manpower policy in a particularly active way to maintain this full employment and to promote economic growth."

### Other Reports

A report on the United States has also been published, and studies of Greece, Italy, Austria and Canada are in various stages of progress.

"There is a strong consensus of opinion among all political parties in Sweden that it is a central duty of the government to pursue the goal of full employment," says the report on Sweden. "This goal is given outstanding priority for both social and economic reasons. Consequently economic policy is closely geared to the employment prospects which are incessantly watched in great detail . . .

"A non-inflationary full-employment economy cannot be maintained by general fiscal and monetary means only. To create, by these means alone, a level of demand high enough to eliminate all unemployment will unavoidably result in an intolerable overstrain of resources in broad sectors. A less inflationary level of over-all demand will instead involve tendencies toward unemployment in some sectors and still mean excess demand in others. These partial imperfections have to be counteracted by a set of selective measures: on the one hand various stimuli toward occupational and geographical mobility of the labour force, so that the most expansive and

productive industries can grow more rapidly; on the other hand, job creation in surplus areas where an additional demand for labour can be established without resulting in overstrain.

"These measures are not to be regarded as make-shifts in an emergency but as permanent elements of economic policy aiming at a rate of growth high enough continually to absorb the whole labour force without utilization of self-destructive inflationary stimuli or protection of sectors with low productivity. They have to be implemented on a sufficiently large scale by a manpower policy administration entrusted with substantial financial and legal powers. The task of this administration will be equally important when external conditions promote a high level of economic activity, as when recessionary tendencies prevail."

The summary of the report on Sweden is, *The Workings of an Active Manpower Policy—How Sweden uses manpower policy to maintain full employment and to promote economic growth.*

The summary of the report on the United States is, *Seeking a Solution to U.S. Manpower Problems.* W. R. Dymond, Assistant Deputy Minister of the Canadian Department of Labour, was one of the three OECD examiners who helped to direct this study.

Copies of these reprints from the *OECD Observer* may be obtained from the Queen's Printer, Ottawa.

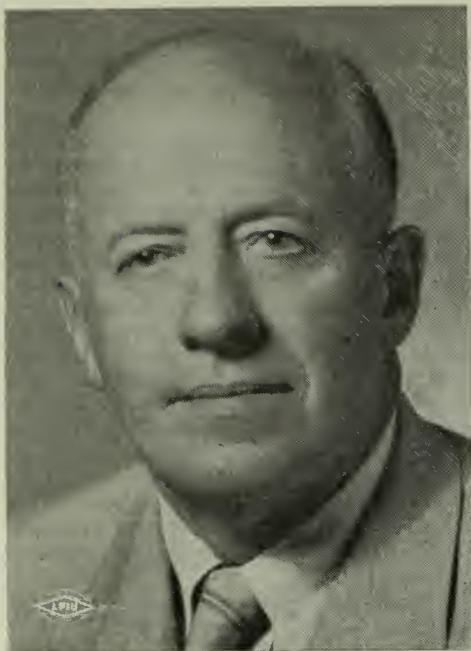
The following reprints from the *Observer* of articles on manpower matters have also been published recently: *Increasing the productivity of older workers: job re-design; A practical approach to solving regional problems; The impact of automation; Vocational training for adults: an answer to the demand for skilled manpower; and Job and family: measures to help women fulfil a dual role.*

## Office Automation Reviewed In Publication by OECD

Under the title *Office Automation: Administrative and Human Problems*, the Organization for Economic Co-operation and Development in Paris has published the first of a series of reports concerned with industrial relations and with problems raised by technological changes in industry.

The report covers research carried out in specialized institutes in France, the Federal Republic of Germany, Sweden and the United Kingdom on the administrative and human problems resulting from the introduction of computers in office work.

Dr. W. H. Scott of the Royal College of Advanced Technology, Salford, England, has written the introduction and the conclusion of the report.



**Frank H. Hall**

### Rail Workers' Frank Hall Announces Retirement

Frank H. Hall, 72, for 20 years chief negotiator for Canada's 100,000 non-operating railroad workers, announced his retirement in October.

Mr. Hall will remain as an adviser for another 18 months. At that time his retirement as Canadian head of his own union, the International Brotherhood of Railway Clerks (CLC), becomes effective.

Mr. Hall has been esteemed in labour circles as a combination of statesman, politician, philosopher and economist. As chief negotiator of the "non-op" unions, he has argued with equal effectiveness before conciliation boards, prime ministers, and his own critical membership.

Born in Norfolk, England, the seventh son of a stonemason, Mr. Hall came to Canada in 1913 and got a job as a labourer. Four years later, he took a job as a freight checker with the CPR, receiving 37 cents an hour for a 10-hour day and a six-day week.

About that time, the freight handlers started to organize a union, and Mr. Hall worked closely with them. In 1925 he was elected vice-president at Kansas, Mo., and moved into the international side of the union's activities.

In 1947, he was made chairman of the general conference committee, and in 1958 was elected vice-president of the Canadian Labour Congress.

Mr. Hall is now executive assistant in Canada to C. L. Dennis, President of the Brotherhood of Railway and Steamship Clerks. The office was created when he stepped down in 1963 after 38 years as Canadian vice-president of his union.

### Clarence A. Webber Elected by CLC

Election of Clarence A. Webber, Brooklyn, N.S., as a vice-president of the Canadian Labour Congress, has been announced by Claude Jodoin, CLC president. The election took place at a meeting of the executive council of the Congress.

Mr. Webber, who succeeds the late Joseph Gannon of Halifax, who was killed in an automobile accident on the Labour Day weekend, is a member of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

### Auto Accident Kills D. J. Gannon on Labour Day

D.J. "Joe" Gannon, Atlantic regional vice-president of the Canadian Labour Congress, was fatally injured in an automobile accident at Saltsprings, N.S., during the Labour Day weekend. He was 56 years of age.

Mr. Gannon was a member of Halifax District Federal Union No. 273, and had been president of the local since 1949. He was at



**Clarence A. Webber**

one time first vice-president of the former Nova Scotia Provincial Federation of Labour (TLC), and he served for a number of years as vice-president of the Halifax Dockyards Trades and Labour Council. He was also president of the Halifax, Dartmouth and District Labour Council from 1957.

Mr. Gannon was an active member of the Nova Scotia Joint Labour-Management Committee and a member of the Nova Scotia Labour-University Committee.

### Apprenticeship Program Extended by B.C. Firm

An apprenticeship program, which was started by Columbia Cellulose Co. Ltd. for employees at its Castlegar, B.C., mill in 1960 to relieve a continued shortage of skilled labour, has been extended to the company's Watson Island operation.

A company official says that it will be the largest apprenticeship program in the province, with 46 workmen in eight maintenance trades participating. The program enables employees to qualify as millwrights, garage mechanics, welders, instrument mechanics, and pipefitters. There is no age limit, although most of the men are in their mid-20s.

The company official said that it would be four or five years before the company got the full benefit of the program. He said, however, that the effect would come in time to meet the labour requirements of the new Skeena Kraft mill being built by Columbia Cellulose in Prince Rupert.

For some of the apprentice trainees, the starting pay of \$2.49 an hour meant a drop in earnings; but the chance to earn \$3.49 an hour was more than enough incentive. The trainees also receive full pay during one month a year, while they attend a provincial Government training school. The Department of Labour pays part of this, and the company makes up the rest.

The company and the union concerned reached agreement on the Watson Island program in 1964, and it was accepted by the provincial Government.

### Survey Illustrates Deficiencies In Vocational Training Area

A dismal picture of working conditions for young men in Ontario has been given before the Ontario Legislature's select committee on youth by a group calling itself *Jeunesse Ouvrière Chrétienne*.

The group, mainly from Sudbury, gave the committee the results of a survey of 534 men of an average age of 22.2 years employed in service, industrial and construction jobs. According to their survey, 33.8 per cent of

young men working in retail stores earned less than \$40 a week; 31 per cent of those working in banks earned less than \$30 a week; and 40.2 per cent of those employed as civil servants earned less than \$50.

Out of 187 young men, only 37.5 per cent were allowed paid sick leave, and only 36 per cent of all the men surveyed were covered by a labour contract. More than 62 per cent of the whole group covered by the inquiry thought that they were not allowed to display any initiative at their work.

The deputation said that their survey showed vocational training in Ontario to be utterly deficient. Nearly 35 per cent of the men surveyed thought that they had not had the proper training, and 18 per cent said that they had not had enough training.

### U.S. Labour Department Prints Handbook For Young Workers

*Handbook for Young Workers*, bulletin 271, written for young people who are entering or thinking about entering the labour force, has been published by the Bureau of Labor Standards, U.S. Department of Labor.

It explains what laws affect their work lives; enumerates the services available to them—such as counselling, training and employment assistance; details what employers expect of them; and lists their rights.

The handbook gives young workers the facts they need, and helps them to make the transition from school to their first job. It presents current information on opportunities for work and training.

The booklet is intended not only for young people but for counselors and advisers as they consult with young people about their first job. It is also useful as a teaching aid in high school classes concerned with familiarizing pupils with the world of work.

Free copies are available in limited numbers from Nelson M. Bortz, Director, Bureau of Labor Standards, U.S. Department of Labor, Washington, D.C., 20210. Large quantities may be obtained from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, at 20 cents each.

### U.S. Pay Standards Violated

A total of 406,333 workers were underpaid by \$74,450,000 during the 1965 fiscal year by employers who violated federal pay standards, according to figures published by the United States Department of Labor.

A spokesman of the Department said that employers had agreed to pay more than \$24,000,000 in back wages and overtime payments, but that the remaining \$50,000,000 was tied up in negotiations or litigation.

# Challenge and Response

"Industrial Relations in the Next Decade: Challenges and Responses" was the theme of the founding conference which marked the opening of the new Centre for Industrial Relations at the University of Toronto on October 13, 14 and 15.

Organized by the Centre's Director, Prof. John H. G. Crispo, the three-day conference attracted some 450 union, management, university and government delegates from many parts of Canada, as well as the United States and Great Britain.

Keynote speaker at the conference was David A. Morse, Director-General of the International Labour Office, who addressed the opening session, chaired by University of Toronto President Dr. Claude Bissell. Mr. Morse was introduced by the Minister of Labour, Hon. Allan J. MacEachen.

Collective bargaining will have to be given a new dimension and a new direction in order to meet the problems of "this new age", said Mr. Morse. He called the bargaining process, as presently conceived and practised, "inadequate to cope with the economic and social problems which result from technological progress." There is a need for a new look, to enable traditional union-management practices to keep up with the advances being made in technology. New functions will have to be undertaken by labour and management.

"If labour and management wish to avoid the increasing interference of public authorities on the industrial scene, then they will have to be prepared to advance and meet their responsibilities," Mr. Morse said. These responsibilities include, above all, consultations with government in the formation of policy at the national level, he added. They also include a greater awareness, on all sides, of the public interest.

In the process of change he foresees over the next ten years, the speaker predicted a much greater concern with the need to eliminate the causes of strikes.

"Industrial machinery is today so staggeringly expensive, and the industrial processes have become so interdependent that a single, limited strike can seriously affect the growth of the nation's economy," he said.

The University of Toronto's new Centre for Industrial Relations was officially opened in October

The challenge for the next decade will be as great for management as for labour, Mr. Morse continued. He described the heart of the problem as "the imbalance between technological progress and social adaptation." The task for the western countries will be to redress this imbalance, "to develop social institutions and structures which are appropriate to this new age; and, above all, to provide men and women with the education which will enable them to participate intelligently and responsibly in the life of a modern society."

He linked the importance of the task not only to the economies of the western countries, but also to those of the developing countries who regard the prosperity and economic growth of the industrialized countries "as the starting point to their international policies."

"A sudden and rapid decline in the economic activity of the industrialized countries would at best seriously impair their ability to assist developing countries," he declared, "and at worst produce a state of international economic chaos which could lead to conflict. "We must find ways to release all our prospects for growth."

Mr. Morse described the situation as "a challenge to the traditional structure of labour and industry," and he said that attempts to change this structure have so far borne few concrete results. Structural changes are necessary to enable unions and employers to reach effective agreements for an entire industry or for the economy as a whole.

Unions will have to undergo a complete re-appraisal of their role in society in the coming years, Mr. Morse predicted. He described the unions as victims of their own successes. "It is precisely because they have fought so hard, and with such success, for the rights and status of the working man, that unions need to widen their functions and role in society.

"They have achieved a strong bargaining position, and they are using it to increase the share of affluence for their members. But they are no longer defending working people from starvation. Their members are no longer the



**David A. Morse**

under-dogs of society—the unemployed, the poor, the aged, the oppressed, the under-privileged who continue to exist in our so-called affluent societies, but whose interests the trade unions in most countries today are not equipped to defend as energetically as they could, or should like to, in spite of their long and honourable tradition as spokesmen for the less fortunate.”

Mr. Morse further predicted that, with the increase in technological change, and the erosion of the traditional union membership away from the traditional “blue-collar” workers, there would follow basic changes in union activity and organization:

“Public opinion will in future expect trade unions and their members to view redundancy as an opportunity for improvement rather than as a cause of distress. Trade unions will be asked more and more to serve their members by helping to facilitate movement to new jobs, new occupations or new regions, rather than by placing emphasis on the maintenance of the status quo. The effects of increased automation will impose on the union bargainers responsibility for matching the technical knowledge of their management counterparts. The unions may take on, to a greater extent than hitherto, a number of activities beneficial to the entire community rather than just to their own membership.”

With the unions increasing their role as agents for social improvement and for economic growth, “we may see emerging a far

greater community of interest between management and labour, and a much greater degree of mutual confidence and co-operation than has characterized their relations in the past.”

Management, according to Mr. Morse, faces the challenge of combining efficient production with good relations in the plant. It will need to be as aware of its responsibilities to its workers as it is to its shareholders. Managers will have to be able to co-ordinate skilfully the technical and the human aspects of industrial management; they will have to be the bridge builders between the technicians, scientists and efficiency experts on the one hand, and the workers on the other.

Concluded Mr. Morse: “What we need to aim at is an educated society of responsible men and women capable of looking beyond their own immediate interests to those of the community, and, indeed, those of the world at large.”

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Labour Minister MacEachen’s introductory remarks provided delegates with an informative backdrop to Mr. Morse’s address.

Referring to the International Labour Organization as “a pioneer organization within the United Nations family,” the Minister pointed out that if it is common—and even commonplace for specialists from various professions in many countries to sit down together at international meetings—agriculturalists, economists, educationists, government administrators and doctors—this was not always the case.

Said Mr. MacEachen:

“In 1919, the ILO was the first official specialist body to pit the unifying influence of common background and occupational interests as a force for international understanding against the barriers of nationalism, diplomatic rivalry and suspicion.

“Along with the fledgling League of Nations, the ILO inaugurated regular meetings where men of different race and language might work together, and slowly and patiently build techniques and habits of mutual understanding and the beginnings of an international jurisprudence.

“In this the ILO was helped by its tripartite structure, which gave trade unionists and employers a voice along with governments in its debates and decisions. National frontiers pose fewer obstacles to labour or to businessmen, and this is a good example for government spokesmen and the rest of us.

“David Morse came into the ILO three decades after its formation, and has presided over its work for almost two. From his lonely heights in Switzerland—on Mount ILO—he surveys the labour problems of the world.

"He broods over the attempts made to solve them—the attempts of communists, of socialists, of pragmatists like ourselves. He brings such people to meetings and tries to get them to talk together—and not just to talk but to achieve the elements of mutual understanding. The synthesis of the world's wisdom in labour matters he makes available to all. He sends out emissaries to the newly independent countries to help them on the path towards economic and social development.

"Today there is more and more recognition that in the vast international struggle to raise standards of living in developing countries, a major effort must be made toward strengthening human resources, and toward the pursuit of effective manpower and social policies. Among the various members of the United Nations family, it is the ILO that is charged with the major responsibility for this most important component of economic growth.

"David Morse was born in New York City and is a graduate of Rutgers University and Harvard Law School. He was admitted to the New Jersey Bar in 1932. Following government work and considerable experience in labour arbitration he served in the United States Army. He drafted and put into effect labour policies and programs for the occupational governments in Sicily, Italy and Germany. As Under-Secretary of Labour he was head of the United States delegation to the International Labour Conference in 1948 when he was elected Director-General of the ILO. He was unanimously re-elected for new terms in 1957 and 1962.

### Current Projects

"David Morse is now engaged in an attempt to re-orient the work of the ILO through the development of three major programs: human resources; conditions of work; and social institutions. In constructing these programs he is blending the techniques of international labour standard-setting, of research, of international meetings, and of technical assistance, so as to create a composite of work that can be practical and useful in the modern world, and that can lend itself to systematic evaluation.

"Understandably the ILO is devoting much of its energies to the needs of the developing countries, but it would be unrealistic for the ILO to neglect problems of concern to the industrialized nations, and in fact it has not done so. For example, the ILO is making itself a center of information on the way in which industrialized countries are responding to the challenge of automation.

"The ILO's work in this area brings it into close touch with the Canadian Labour Department: We seconded one of our people

recently for a year at Geneva with the ILO, and we have had visits from ILO officials.

"The ILO has shown particular interest in the way research has provided a basis for policy initiatives in Canada. Our research on occupational changes in key industries and other aspects of automation, for example, led to our initiative in establishing a Manpower Consultative Service to help labour and management adapt to technological change.

"Mr. Morse, and perhaps some of you, may be interested to learn that, in view of the concern of both federal and provincial governments in this whole range of problems, a federal-provincial conference of Ministers of Labour and Ministers of Education is being planned for later this year to discuss training in industry. This conference, endorsed at the federal-provincial conference last July, will consider this problem in the light of broader developments in the field of manpower and automation.

"We expect this conference will put particular emphasis on techniques of adaptation to automation and, David, since the ILO is such an exponent of tripartism, I am sure you will agree that this is a matter of the greatest concern to employers, workers and governments—a tripartite problem that has to be dealt with on a tripartite basis.

### Canada's Share

"I am proud to say that among David Morse's ten top officers, no less than two are Canadians—William Yalden-Thomson, Assistant Director-General in charge of ILO personnel work, and Robert Cox, director of the autonomous but ILO-supported International Institute for Labour Studies.

"Many of you may know that Canada this year has made the first of a series of annual contributions to the Institute for Labour Studies, to be valued at \$50,000 a year.

"You should also know that while thirty of the fifty thousand dollars was in cash, the remaining twenty was paid in a more valuable commodity—it went to support the presence at the Institute of two distinguished Canadian scholars who are studying within its walls and contributing to its research climate under grants awarded by the Labour Department-Universities Research Committee. The scholars are Stuart Jamieson of the University of British Columbia and William Cunningham of the University of New Brunswick.

"We shall continue in future years to devote part of our contribution to the International Institute for Labour Studies to the support of projects under its auspices by Canadian scholars.

"David Morse's visits to Canada have been all too rare, but I am promised that we will have him back next year, when Canada will

for the first time play host to an American Regional Conference of the ILO—the Eighth Conference of American States members of the ILO—which will be held in Ottawa in September 1966. This will be the first full-scale ILO meeting to be held in Canada in 20 years, since the days when the ILO made its temporary home in Canada during the war and early post-war years.

"We expect that this Conference will be constructive and imaginatively run, and we hope that it will take concrete steps to advance the development of manpower and social policy in the Americas. It will bring together some 200 employer, worker and government delegates from North, South and Central America and from the Caribbean. I hope also that this meeting will be of interest to Canadians in academic life as well as to representatives of government, industry and labour."

Concluded Mr. MacEachen: "Ladies and gentlemen, I should be happy to go on at some length about the ILO and Canada's relationship to it, because I feel that in many respects our interest in the ILO and the hopes we place in it are greater today than ever in the past. That, however, is not what I was invited here to do. Instead, I shall on your behalf invite David Morse to do the talking, and you will see for yourselves why this man, who has personified the ILO for 17 years, has so won our admiration and our affection."

"Mr. Morse does not intend to deal with the whole range of ILO work; his subject is industrial relations, and he brings to it a unique knowledge of the diverse means by which the various industrialized countries have sought to cope with common problems."

### FREDERICK HARBISON

The second session of the conference, chaired by H. Carl Goldenberg, O.B.E., Q.C. examined the theme, "Collective Bargaining Challenges and Responses." First to speak was Frederick Harbison, Director, Industrial Relations Section, Princeton University, who addressed delegates on the subject of "Collective Bargaining in Perspective."

At the outset, Professor Harbison declared that collective bargaining, far from becoming obsolete as some of its critics contend, is both a vital and constructive force in an enterprise economy.

"Those who cling to the obsolescence concept have a distorted view of the essential functions of bargaining in our society because they expect it to solve problems which lie far beyond its practical reach," he said.

Professor Harbison then proceeded to examine: (1) the essential characteristics of collective bargaining; (2) the impact of collective bargaining on an enterprise economy;

and (3) the limitations of collective bargaining in economies such as those of the United States and Canada.

(The remainder of the speaker's address from this point on is quoted in full.)

**Characteristics.** First, collective bargaining is strictly a relationship between organizations. Contrary to a mistaken belief in many quarters, collective bargaining is not a relationship between management and workers. Management-employee relations encompass direct dealings between company officials and workers as individuals, whereas collective bargaining is confined to dealings between company spokesmen and the representatives of the union which is the bargaining agency of the employees.

Second, collective bargaining is a power relationship between organizations. Bona fide collective bargaining does not exist unless the union has the ultimate right to resort to force, in the form of a strike, and unless the representatives of management also have the ultimate right to refuse workers employment if they are unwilling to acquiesce to the demands of the union.

Stated more bluntly, collective bargaining does not exist unless each party is free to negotiate with a club which is within handy reach in case of necessity.

In this relationship, the all-embracing and legitimate objective of the union is to put pressure on the employer—pressure for wages and other benefits, pressure to protect the jobs and employment rights of the members, and pressure to limit the unilateral exercise by management of its prerogatives. Union leaders are the advocates—"the Philadelphia lawyers" so to speak—of the members, and at the same time they are policemen hired to provide protection for the members from the daily exercise of unilateral managerial authority in the shop.

The all-embracing and legitimate objective of management is to resist this pressure—to fight for retention of essential managerial rights, to keep from losing its shirt by making unwarranted concessions, and thus to safeguard the well-being and profitability of the enterprise. Collective bargaining, therefore, is a pressure-generating process, and those who engage in it must recognize quite frankly that they operate in "the squeeze-box."

Third, collective bargaining is essentially a treaty-making and treaty-enforcing process between companies and unions. The end objective of collective bargaining is to arrive at a mutually satisfactory contract setting forth, for a period of time, agreements on such things as wages, hours, and other conditions of employment. During the period when

the contract is in force, the principal activity of the parties is the administration and interpretation of its provisions. In well-established collective relations, this treaty-administering function is customarily performed in a very orderly manner.

Finally, collective bargaining is in practice a process of accommodation between companies and unions. Although open conflict and guerrilla warfare may be characteristic of some relationships at particular points of time, the vast majority of collective relationships provide an avenue for orderly and peaceful resolution of differences through compromise, agreement and co-operation. Thus, despite the fact that collective bargaining has its roots in a conflict of interests between capital and labour and cannot exist without the right of both parties ultimately to back up their respective interests with force, it is really an instrument for furthering industrial peace. It is a way of organizing divergent interests in such a way as to resolve rather than to extend open conflict.

The collective bargaining process can be greatly improved if the parties take a rational, unemotional and sophisticated view of it. There can be constructive responses to pressure. There is today a great deal of interest in "creative collective bargaining." A growing number of companies and unions have made considerable progress in establishing joint study committees, "continuous negotiation" procedures, effective use of impartial neutrals, and the use of permanent arbitrators.

The Kaiser experience, the Human Relations Committee in Big Steel, the Armour Automation Committee, and the Mechanization and Modernization Agreement in the West Coast Longshore Industry are illustrative of attempts, with varying degrees of success, to introduce more business-like rationality into bargaining relationships. These and similar efforts to develop greater understanding of critical issues can result in smoother operation of bargaining even though it still must take place within a pressure-generating framework.

Name-calling, bargaining in the newspapers, guerilla tactics, accusations and emotional outbursts need not be part of the pressure-generating process; rather they are manifestations of immature, unsophisticated and unskilled bargaining which is becoming obsolete. Bargaining is a business for professionals, not amateurs, and can be improved by more objective consideration of facts, more effective selection and better training of bargainers, and more realism in taking and holding positions. Power relationships by no means imply a concentration on use of the weapons of industrial warfare.

**Impact.** So much for the process of collective bargaining. Is it "a good thing?" Is it a constructive or destructive force in our kind of economy? These questions cannot be brushed aside.

I would argue that collective bargaining, where it operates with reasonable success, fulfills those major functions: first, it provides a partial means for resolving the conflicting economic interests of management and labor; second, it greatly enhances the rights, dignity, and worth of workers as industrial citizens; and, third, as a consequence of the first two functions, it provides one of the more important bulwarks for the preservation of the private-enterprise system. And finally, it provides a measure of industrial peace.

On behalf of its members, the union demands wage increases, vacation with pay, pensions, sickness benefits, and many other things which workers want. In practically all collective-bargaining treaties, agreement on these matters is reached, the final settlement usually being somewhere between what the union asks for and what the employer at the outset says he is willing to give. When the contract is finally signed, the union leadership usually takes pains to point out that the new terms and conditions of employment represent a victory for the workers. Thus most workers in organized plants probably feel that the union has pushed the employer about as far as he will go.

Management customarily indicates that, although the concessions have been perhaps too costly, it will try to get along somehow. For all practical purposes, then, these economic issues are resolved for periods varying from perhaps six months to as much as five years. Provision is made, furthermore, for the orderly settlement of individual grievances over wage rates and employment rights during the life of the contract.

From the standpoint of the workers, this method of getting commitments from management on wages and working conditions is much more satisfying than being forced to rely on managerial discretion in such matters. Management can also breathe more easily knowing that these issues are more or less settled for the time being. On the part of both parties, therefore, there is usually a sense of satisfaction in concluding by mutual agreement a treaty which gives each a feeling of security, if not a sense of achievement.

The economic impact of these bargains on individual firms and on the economy as a whole, however, is an entirely separate question. Economists as yet have not been able to resolve their differences—either in theory or in fact—on the impact of the union. For

example, the late Henry Simons and his followers would argue that unions possess almost unlimited monopoly power and succeed in benefiting their members only at the expense of the unorganized groups in society. They would also contend that collective bargaining, in exerting an upward pressure on wages, must inevitably result either in price inflation or in general unemployment.

Yet other economists tend to discount the effect of unions on wages, on allocation of resources, and on general levels of prices and employment. Milton Friedman, for example, has stated that the long-run effect of unions on the structure and level of wage rates and, thereby, on the allocation of economic resources is of minor magnitude in comparison with other economic forces. The empirical evidence in this area is quite scanty, and as yet does not provide sufficient evidence to prove either of these contentions. Thus the "jury of economists" weighing the economic impact of the union is hung.

I would agree with George Hildebrand that collective bargaining has not captured wages at the expense of profits, and has not greatly disturbed relative wages and the distribution of labour. Nor has it impeded economic growth. Its economic impact has been minor. Certainly we would not expect union pressure on management to increase productivity, to improve efficiency, or to make enterprises more profitable. Unions in our part of the world are management-regulating devices; they are not expected, as in the Communist countries, to energize workers in the production process. In enterprise economies, this is the job of good management.

To be sure, without regulation by unions through the process of collective bargaining, management might be able to increase production standards slightly, to introduce new methods and machinery a little bit more rapidly, to reduce working forces a little bit more easily, and thus perhaps to operate enterprises a little more efficiently from a strictly economic point of view. Let's concede, then, that the economic impact of unions may be slightly negative. Speaking as a professor, I might give collective bargaining a slightly failing grade in the economic area, but this would be a marginal decision.

The evaluation of the consequences of collective bargaining on the rights, dignity and worth of workers as industrial citizens, however, is another matter.

In the unionized plants the collective agreement establishes the framework of a system of industrial jurisprudence. It defines the rights of individuals and groups, and it provides machinery for the adjudication of griev-

ances. At every turn, moreover, collective bargaining forces management to take cognizance of the effect of its decisions on the rights and interests of workers.

If management decides to introduce new methods and machinery, for example, it must carefully weigh the impact of such changes on the workers involved. Or, if it wants to promote an employee to a higher position out of line of seniority, it must be absolutely certain that the individual involved has superior ability and competence. In short, the mere existence of a collective bargaining relationship, quite apart from the specific clauses in the contract, puts continuous pressure on the employer to eliminate causes of employee discontent and to think in terms of human values in the management of people.

One of the most striking features of American industrial relations, moreover, is the energetic response of employers to actual or potential union pressure. This pressure often leads to programs for better selection and placement of employees, improved foreman-training programs, better systems of wage and salary administration, and more effective two-way communication between management and workers. Such positive responses may be even more prevalent in the unorganized establishments than in unionized plants, for in such cases, management often bends over backward to treat employees decently if for no other reason than to prevent them from bringing a union into the plant.

Thus the collective-bargaining contract establishes the body of law, and the union provides the police force for protection and extension of employees' rights on the job. To be sure this system is not without its defects and drawbacks.

First, some labour leaders, as they become securely entrenched in their unions, tend to lose touch with the rank and file, and to become insensitive to the complaints and desires of the people they are supposed to represent. Second, some types of rigid working rules and regulations prescribed by contract may be as distasteful to some workers as unilateral managerial authority. Third, in rare instances, management and labour bureaucrats may conclude "sweetheart agreements" which completely ignore the fundamental interests of workers.

Yet few persons would deny that, on the whole, the direct and indirect consequence of collective bargaining is to bring about more consideration for the freedom, dignity, and worth of the workingmen and workingwomen in modern industrial society. Here, I think, collective bargaining can be given a very high grade. Its impact, on the whole, is clearly constructive and positive.

I would also give collective bargaining another high grade for its role as a bulwark of the private enterprise system. To the extent that collective bargaining operates successfully as an orderly means of resolving the conflicting economic interests of management and labour and to the extent that it enhances the dignity and worth of labourers in their role as factors of production, it provides some very substantial support for our system of democratic capitalism. It does this in three ways:

First, it provides a drainage channel for the specific dissatisfactions and frustrations which workers experience on the job; second, it helps to "humanize" the operation of an essentially impersonal price system by making it more generally palatable to workers as a group; and third, it absorbs the energies and interests of the leaders of labour who might be inclined to work for the overthrow of capitalism if this avenue of activity were lacking.

The operation of collective bargaining as a drainage channel for worker dissatisfactions is so obvious as hardly to warrant further elaboration. In this country, day-to-day union-management relationships center on problems arising at the bench. The average local union leader spends most of his time listening to complaints and settling grievances which arise out of specific conditions on the job.

Management likewise devotes a great deal of time and energy not only to adjustment of grievances but to elimination of causes of worker dissatisfactions as well. In other words, collective bargaining usually provides a strong incentive for the company to "clean up its backyard and keep it as tidy as possible." The "winning of concessions" by the union in each new contract, moreover, tends to create the impression among workers that they are doing a pretty good job of periodically and systematically "shaking down the boss" for their share of the fruits of economic progress.

Every time a wage increase is won through the collective bargaining process, the worker probably feels more satisfied with collective bargaining and a little more happy about living under the private enterprise system. Although very few workers participate actively in the affairs of their union, they appear to have confidence in the ability of union leaders (acting as their "Philadelphia lawyers") to keep an eye on management, and to effectively voice their interests. Thus, the leader of a radical movement who would overthrow or in any way alter this very satisfying and successful method of getting "more" from the employers finds little support among modern rank-and-file workers.

The humanizing influence of collective bargaining on modern capitalism, though perhaps not so obvious, is nonetheless of profound importance. Many of our outstanding economists have postulated the idea that the optimum allocation of economic resources stems from the mechanistic operation of blind and impersonal forces. They are also likely to refer to labour as a "commodity" or as "another factor of production" in an economic system which works best when each participant uses it as a vending machine.

This kind of intellectual rationale, of course, is repugnant to American workers who are convinced that labour has values distinguishing it from, and placing it above, other factors of production.

An American is conditioned by his parents, by his teachers, and by all the media of mass communication to believe that he is born free and equal, is endowed with the right to seek redress of grievances wherever they arise, and is heir to an economic system guaranteeing him the right to work and to earn a good living.

The emphasis which collective bargaining places on human values, therefore, provides him with a rationale for believing in the existing enterprise system. The very process of establishing wages through bargaining, even if income levels of workers may not be substantially influenced thereby, gives workers a feeling that blind economic forces are being properly tempered by human forces.

The process of collective bargaining also absorbs the energies and interests of many leaders of the working masses who might otherwise direct their energies to the overthrow of the existing economic order. Most students of labour movements would agree, I think, that the more a union leader concentrates on collective bargaining, the more conservative he is likely to become. American labour leaders, almost without exception, have moved from left to right as they have gained experience with, and become absorbed by, the process of negotiating and administering treaties with employers.

To the extent that collective bargaining appears to bring results and to command the support of the rank and file, the labour leader devotes more time and energy to it; and, to the extent that he concentrates on bargaining, the chances are that he may make it more successful. This is, of course, one of the reasons why the American labour movement is so job-centered rather than politically oriented. Labour leaders in this country can effectively command the support of their constituents and rise to positions of fame and power without bothering very much about political objectives.

For all these reasons, collective bargaining is an institution which bolsters the existing economic order in our country. It flourishes and survives only in the climate of private enterprise. It both creates the machinery and provides the rationale for endorsement of capitalism by employers, labour leaders, and workers.

Finally, I think that most honest analysts of collective bargaining would agree that, on balance, it has resulted in a reasonable measure of industrial peace. There are strikes, to be sure, and some of them have brought great inconvenience to the public. But it would be difficult indeed to show that strikes have had any appreciable or long-lasting adverse effect on economic growth, economic stability, business prosperity, or levels of investment.

In the United States, strike activity has been on the wane since the end of World War II. In 1962, for example, the percentage of manhours lost from strikes in relationship to manhours worked was 0.16, and it appears that this figure may be declining rather than rising. Also, to some extent, strikes teach the parties how to avoid future strikes. In many industries, there are long periods of industrial peace after a serious strike. If we use a grading system for evaluation, I think that, on the score of industrial peace, collective bargaining should be given a clear pass, even if it is a low one.

Thus, on balance, collective bargaining has had a constructive impact, at least in the United States. It comes out with flying colours in two major areas; it clearly passes as a constructive force in a third; and only in one area—the economic—has it been on the failing side, and even here the failure, if indeed it is one at all, is a marginal one.

**Limitations.** Collective bargaining cannot contribute much to the solution of the admittedly serious problems of chronic unemployment, inadequate economic growth, persistent balance of payments difficulties, underdeveloped systems of education, pre-employment vocational training, or civil rights. It certainly has not helped to stem inflation, nor has it been a bulwark against deflation. Does this constitute a valid criticism of collective bargaining? Certainly not! Why should one expect collective bargaining to solve such problems?

Unions are pressure organizations representing employed workers. They are not vitally concerned (other than for altruistic reasons) with the unemployed, with high school drop outs seeking work, or with pre-employment education and training. They are not likely to put pressure on employers to hire Negroes or other disadvantaged groups, particularly if the jobs of existing union

members are jeopardized thereby. The effective pressure for civil rights in the United States came from groups other than organized labour and organized business.

Enterprise management, likewise, cannot be expected to take up cudgels for the unemployed or those who are discriminated against in employment. The problems of economic growth, and also to a considerable extent unemployment, must be tackled by increasing aggregate demand. Here appropriate monetary and fiscal policies rather than collective bargaining procedures must provide the fundamental answers. One should not reasonably expect that these global economic and social problems can be solved by collective bargaining, no matter how "statesmanlike" it may be.

Labour organizations and management groups, of course, express opinions and have legitimate concerns in these broad areas. But they are not prepared, and rightly so, to use pressure based upon the ultimate resort to force in order to achieve objectives in these areas. These areas lie beyond the mainstream of their vital interests—wages, benefits, job protection, managerial rights, profits and organizational survival and sovereignty.

In a pluralistic society, there are other special interest groups—in addition to unions and employer organizations—which seek proprietorship over broad issues of national economic and social policy. In this broader arena, organized labour and management play a role in shaping national policy, but they must share with a host of other actors. They can achieve little without making alliances with other special interest groups.

Collective bargaining obviously has more direct relevance to automation and technological progress. The invention of new devices and processes, and the development of the techniques of automation, lie beyond the scope of bargaining, but their introduction does not. Union and management bargainers can negotiate the adaptation of the working forces to automation.

Yet, it is unreasonable to expect that collective bargaining can prevent the displacement of men by machines, find new jobs for all who are displaced, and provide appropriate training for all those who must acquire new skills. In the modern industrial society, these matters call for much broader consideration than the parties at the collective bargaining table can provide.

Finally, in modern industrial societies, collective bargaining cannot remain free of all intervention by government. It is no longer an exercise by two major protagonists—management and organized labour—with the government serving as referee. Government is quite legitimately a third force at the bargaining table.

In the "key bargains" in industries such as steel, automobiles, transportation and public services, it also is a pressure-generating force. The government has exerted pressure, and will continue to use pressure, to induce labour and management to reach accommodations in so-called emergency disputes. It will establish guidelines for appropriate ranges of economic settlements which it feels are vital to the national interest in promoting economic growth and preserving economic stability.

Although it is not necessary for government to have a legal right to outlaw strikes and order settlements, it is clear that government must and will exercise its influence and exert strong pressure to make collective bargaining agreements conform to the broader interests of the public. But, the entry of government as a silent or even an active participant in bargaining need not impair the constructive consequences of collective bargaining as outlined above. In collective bargaining, the parties must respond to the pressure in a "squeeze-box," and these pressures may include those emanating from the public interest and channelized by government.

To conclude, the system of collective bargaining in the USA, and I think also in Canada, is a vital institution and a constructive force in the economy. Although it can be improved, it is in no sense obsolete. It is an indispensable element in the private enterprise system of the market economy. But it is not an instrument for sweeping social reform. It was never designed to cope with major issues of national economic policy. And, therefore, it should not be condemned for failure to achieve the impossible.

#### ARNOLD R. WEBER

Prof. Arnold R. Weber, Graduate School of Business, University of Chicago, was the second speaker during the second session of the Founding Conference.

His address focussed on the details of a specific set of responses to a particular challenge—namely technological change—rather than on the broad aspects of collective bargaining.

This latest major challenge to labour-management relations, said Prof. Weber, is a severe test of the ability of the two parties to cope with dramatic alterations in the environment within which they interact.

"This development has taken place against a backdrop of extensive technological change, popularly identified as automation. Clearly, automation is to industrial engineering as sex was to psychology—that is, it has kindled the public's interest in a heretofore obscure branch of knowledge while giving rise to fears of dire consequences if the practice is carried too far."

The speaker then turned to an evaluation of one of the more constructive activities that unions and management have produced at the bargaining table—the joint study committee.

"First, the joint study committee often has been a vehicle for informal advance notice of technological change well before the change takes place. In the absence of the committee, such notification usually would be limited to the narrow requirements of the contract. Moreover, the highly charged atmosphere during negotiations over the contract terms is hardly the appropriate time for the sober consideration of the company's plans.

"Second, the joint study committee has permitted the parties to engage in bilateral fact-finding concerning the probable consequences of technological change and the feasibility of alternative remedial programs. The topics studied have ranged from the protection of future employment in the meat-packing industry to possible measures of productivity in longshoring, and the cost of an extended vacation plan for the employees of the basic steel producers. Such bilateral fact-finding does not constitute a shortcut to harmonious relationships, but it does help to provide a neutral framework within which controversies based on conflicting interests may be resolved.

"Third, the study committee has helped to free the bargaining process from the political pressures and rigid adversary rules that often characterize contract negotiations. In most cases, the ground rules for the committee deliberations specify that the parties can make statements without the fear of retribution or subsequent accusations of inconsistency. In addition, the discussions usually are carried out on a confidential basis so that a free exchange of ideas and information can take place without exciting premature responses from the committee members' constituents. The fact that the study groups carry out their activities long before contract termination periods also helps to maintain a low-key atmosphere and spirit of flexibility.

"Fourth, the joint study committee approach has encouraged a certain degree of experimentation in the development of programs to cope with new economic conditions. The Armour Automation Fund Committee introduced important modifications in the operation of an inter-plant transfer program with the understanding that the changes would not be binding if they did not work to the satisfaction of the parties. A similar escape clause was linked to a formula that was developed by the Human Relations Committee in the steel industry for dealing with sub-contracting. In a more dramatic case, the Long Range Shoring Plan devised by the study committee in Eniser Steel also permits either party to withdraw from the program

after the appropriate period of notice. With the knowledge that all mistakes are not irreversible, unions and managements may be expected to demonstrate a greater venturesomeness in collective bargaining."

### Joint Study—Pro and Con

Prof. Weber cited several situations in which the achievements of the joint study committees have been notable. The effort to find a measure for productivity in longshoring operations resulted eventually in the path-breaking Modernization and Mechanization Agreement on the Pacific Coast. The Armour Automation Fund Committee has carried out a program for the inter-plant transfer and retraining of workers displaced by the shutdown of obsolete plants. And the Human Relations Committee did much of the spade work for a variety of measures aimed at enhancing the steel workers' job security.

The speaker also indicated that the joint study committee approach has not been without its shortcomings or failures.

"In some instances its adoption seemed to represent a vacuous faddism in industrial relations or a tactic to postpone the consideration of hard problems. Thus the committees established in the automobile industry appear to have had little effect on the course of collective bargaining to date. Nor is there any indication that a study committee has melted the freeze in union-management relations in the New York City newspaper industry.

"In other cases, the confidential aspects of committee deliberations incurred the suspicions of the rank-and-file and became a political issue within the union. This was an important factor leading to the demise of the Human Relations Committee in the steel industry. To add to this chorus, the leadership of the Packinghouse Workers has attacked the Automation Fund Committee as a "publicity gimmick" but significantly did not force a dissolution of the group at the last contract negotiations.

Study committees will not, or cannot, supplant the essential power aspects of the collective bargaining process, Prof. Weber believes. Instead, they will continue to serve the cause of rationality primarily by neutralizing potential controversies over factual questions and by providing some assurance that power will not be exercised over trivial matters. Where the issues are extremely complicated, as in dealing with technological change, these gains may be well worth the price.

Prof. Weber thinks that, despite the signs of impatience and antagonism on both sides, labour and management generally have responded with restraint and imagination to the problem posed by automation. Out of a sense of realism or responsibility, he said, few

unions have adopted a posture of outright resistance to technological change.

"Management also has shown a disposition to recognize problems of transition that it studiously ignored in the past. And the use of new procedures has contributed to the variety of measures adopted to deal with the consequences of automation."

Prof. Weber identified three general approaches now in use to handle the consequences of technological change: the "buy-out", gains-sharing and manpower management.

The "buy-out" approach he said, generally involves an attempt to identify the worker for economic losses imposed by technical change. The problem of adjustment is then one of arriving at some acceptable formula for estimating the costs to the individual and making restitution as the "property rights" in this job are liquidated. In most cases, these formulae lay no claim to precision. Instead, they are broadly related to previous earnings levels and length of service.

The most widely used form of indemnification for loss of employment is severance pay. Here, a lump sum payment is made to the employee when he is permanently terminated from his job because of automation or associated economic adjustment. Severance pay provisions are found in most labour-management agreements today, and are generally considered a starting point for subsequent attempts to deal with the problems of technological change.

### Advantages

Observed Prof. Weber: "The buy-out has several advantages to recommend it to both management and unions. As part of the bargain, management is generally given considerable latitude in the introduction of technical change, and once it has translated its 'moral responsibility' into financial terms, it can go about the task of increasing efficiency with few restraints . . . The union, in turn, sees the indemnification payments as a factor retarding the pace at which technical change may be introduced. That is, where management has to make sizeable cash payments in the form of earnings guarantees or severance pay to its employees, the calculation of costs and returns may temporarily tip the balance in favour of the status quo. In addition, once the lump sum payments are made to the employees, they serve as 'social shock absorbers' to tide the displaced employee over the period of transition in the labour market at large."

Gain-sharing, continued Prof. Weber, is another attempt to translate the consequences of technical change into monetary terms. Management is again afforded wide discretion

in introducing changes while some formula is contrived for distributing the gains from productivity among employees. However, whereas the "buy-out" generally is directed at those who are displaced, the gain-sharing approach manifests greater solicitude to those who continue to work.

The gain-sharing approach has limited promise in facilitating adjustment to technological change because it tends to distribute income only among a favoured few, stated Prof. Weber. "For this reason it is normally used in company and industry situations where management is confronted with intense competition and where total employment opportunities do not decline too sharply . . ."

### Manpower Planning

On the use of manpower planning as a device for handling the problems of technological change, Prof. Weber said that this approach generally rejects the economic maxim that every man has his price and instead, emphasizes the need for distributing employment opportunities as widely as possible among union members. In some cases, manpower planning may also involve efforts to promote the occupational mobility of displaced workers in the external labour market once displacement has been carried out. Within the firm, detailed studies are made to determine the level and structure of employment opportunities, in the immediate future, and to establish criteria for allocating these opportunities among workers with different priorities.

Historically, the manpower planning approach may be traced back to traditional forms of work sharing; but recent programs have gone beyond this simple formula, said Prof. Weber—and proceeded to illustrate his point.

First, attrition has been widely used to reduce the level of employment while minimizing actual displacement. Thus, workers are not replaced as they die, resign or retire. In addition, systematic efforts have been made to induce attrition by the negotiation of generous early retirement plans.

Second, collective bargaining agreements in the auto, steel, meat-packing, and glass industries, among others, have established inter-plant transfer plans so that workers who are displaced by technical change or plant shutdowns in one location may exercise a claim to employment opportunities opening up in other installations.

Third, active steps have been taken to retrain workers for new jobs in the firm or labour market at large.

Fourth, greater emphasis is being placed on sharing the gains of productivity in the form of compensated leisure rather than increased monetary income. In this respect,

there has been both augmentation of conventional vacation plans and a willingness to experiment with new programs.

Prof. Weber indicated that none of the three approaches devised by collective bargaining for handling the problems of automation lead to an economic promised land. In practice, he said, a combination of approaches has been employed in handling the consequence of technological change in particular collective bargaining situations, although there are significant differences in emphasis from case to case. Moreover, once some provision is made for indemnification, there is a pronounced tendency for the parties to move toward what has been called manpower management.

The approach puts the greatest burdens on unions and management in collective bargaining because it continually requires the development of new programs and administrative procedures to fit the specific circumstances of a particular plant or office situation. But it also offers the brightest prospects for minimizing the economic and social costs of a difficult period of transition.

During his concluding remarks, Prof. Weber noted that in the last year, the public and professional concern over the consequences of technological change had perceptibly subsided. This shift in attitudes reflects several factors.

"Undoubtedly, the initial fears regarding automation were exaggerated" he said. "In addition, fiscal policies have blunted the cutting edge of unemployment. Beyond these factors it is clear, however, that collective bargaining has made a major contribution to the process of adjustment.

"It has helped to create a greater awareness of the specific dimensions of the problem where casual indifference or empty generalizations might have prevailed. It has substituted orderly procedures for improvisation. It has sought some acceptable basis for distributing the costs and benefits of the new technology among those who are directly affected. And it generally has carried out these functions without the promiscuous exercise of power.

"As part of a decentralized system of decision-making, the contributions made by collective bargaining inevitably are limited by the scope of the units under the parties' control. Within this constraint, however, collective bargaining has responded to the challenge of technological change with more vitality than resignation. Despite the forebodings of its friends and the hopes of its enemies, collective bargaining will continue to play an important role in mediating the claims of competing economic groups."

At the end of Prof. Weber's address there was a brief discussion period, led by H. J. Clawson, Vice-President of Industrial Relations, The Steel Company of Canada, Ltd., and William Dodge, Executive Vice-President, Canadian Labour Congress.

### **JAMES R. BRIGHT**

"Wage Adjustments to Automation" was the theme of the conference's fourth session, chaired by Dr. W. R. Dymond, Assistant Deputy Minister, federal Department of Labour.

Prof. James R. Bright of Harvard University's Graduate School of Business Administration, spoke on "Some Effects of Automation upon Wage Determination in the United States."

In an address that he illustrated with charts and slides, Prof. Bright said that in the United States, automation had highlighted several things other than wage determination. He pointed out that seniority is becoming a less useful labour concept because it is less needed and is less applicable.

"But most significant is the federal Government's notice of automation," he said. "Since 1955, there have been at least four Congressional hearings on automation and related problems. President Kennedy held one 'White House Conference' on automation to expose viewpoints in the area. Numerous Government-sponsored special committees, tripartite investigations and advisory groups have included effects of automation in their assignments."

Prof. Bright said it seemed that the ultimate effect of automation on wage determination was to highlight the need for job security combined with the encouragement of technological progress.

Many of the charges against and claims for automation are ridiculous, he said, "but automation, as a concept is gradually bringing to all people a realization that no nation can be stable and happy if its work force is insecure. And no nation can build a rewarding society for increasing numbers unless it employs automation and technological advances.

### **Salaried Society**

He believed automation ultimately will push the nation toward a salaried industrial society, and suggested that "if we are wise and effective in developing moral standards of honest workmanship and values of professional pride in all employees, the salaried society with moderate (but definitely not absolute) job security, offers democracy and mankind its happiest environment."

In his opinion, the most serious problem is the gradual application of automation, plus six factors in annual productivity increases that are substantially reducing the percentage of labour in manufacturing activities. The six factors are:

- changes in plant layout;
- simplification of product design;
- changes to material that require less processing;
- changes to simpler production methods;
- an increase in the power or speed of existing types of equipment; and
- an increase in the scale of the plant (e.g., a single driver can handle a 10-ton motor truck just as easily as a 1-ton truck.)

"Increased demand for traditional products will not absorb all of the labour surplus," he said. "Demand for new products will help. A shift of employment to service industries may ultimately be the source of more jobs, but I am very uncertain about this," he said.

Another problem, which he said was only a personal reaction, was that he deplored the loss of manual skill (not heavy physical effort) and the element of craftsmanship in work. It seemed to him that automation was destroying this source of job satisfaction. While he would not turn back the technological clock, he believed society was losing something of great value with the disappearance of craftsmanship.

"As for immediate, wholesale displacement of workers, automation is a trifling threat compared to the technological battle between industries," he said.

Concluded Prof. Bright:

"The U.S. missile versus the manned aircraft is a dramatic forerunner of the coming growing difficulty for labour and management. By far the most serious problem on the horizon is this wholesale displacement of an industry or service by technologically superior development. This is coming with increasing speed and severity. It will require great mutual understanding and adjustment between labour, management and Government."

Panel members leading discussion after Prof. Bright's address were H. A. D. Scott, Director of Employee Relations, Ontario Hydro, and A. J. Tirrell, Director, Department of Industrial Engineering, United Steelworkers of America.

*(Part II of the Founding Conference program—containing further reports on the third, fourth and fifth sessions—will be published in the December Labour Gazette.)*

# ILO Technical Meeting

## On Hotels and Restaurants

*Delegates from 20 countries suggest abolition of tipping, introduction of fixed wages, and guaranteed conditions of work comparable to those existing in other areas of work*

Abolition of tipping as remuneration, the progressive introduction of fixed wages, equal pay for equal work, and guaranteed conditions of work comparable to those existing in other branches of activity are some of the suggestions contained in two series of conclusions adopted in October by an International Labour Organization tripartite technical meeting on hotels, restaurants and similar establishments.

The meeting brought together representatives of governments, employers and workers from some 20 countries.

The agenda included two questions relating to conditions of work in the catering industry; methods of remuneration, and organization of work schedules and paid holidays. On each of these items, the meeting adopted conclusions recommending a number of appropriate measures to improve conditions of employment in the hotel and restaurant industry.

### Methods of Remuneration

The conclusions concerning methods of remuneration state that measures should be taken to abolish any system that treats tipping as remuneration. This should be replaced by a system of service percentage or fixed wages, it was decided.

The meeting thought it desirable that, by degrees, the remuneration of workers in hotels, restaurants and similar establishments should be changed to a fixed wage, as in other branches of activity, and that the system of service percentage should provide a guaranteed minimum remuneration high enough to permit the worker to maintain his human dignity.

The meeting concluded also that the principles contained in the international labour Convention, 1951, concerning equal remuneration for work of equal value, should be applied by employers. The value of payment in kind, especially food and lodging, should be made known to the worker and should be taken into account for social security or fiscal purposes.

The meeting declared that most of the measures recommended should be applied by means of collective agreements, or similar arrangements between the employers and workers concerned; or by means of legislation; or by other procedures recognized by competent authorities after consultation with

employers' and workers' organizations, taking due account of national conditions. The meeting preferred that remuneration be regulated through collective agreements.

### Hours of Work and Leave

A second series of conclusions adopted by the meeting deals with organization of hours of work and paid holidays in hotels, restaurants and similar establishments.

"Although the methods of organizing work schedules and paid holidays must take into account the particular conditions under which work in this industry is carried out, they should aim at assuring that the personnel of hotels, restaurants and similar establishments have conditions of work comparable to those for workers in other sectors of activity.

"These methods may be prescribed by legislation or by regulations, by collective agreements or awards, by the decisions of bipartite or tripartite bodies, or by a combination of these different methods—which ever seems to be the most suitable to the different national, regional or local conditions."

The conclusions state that, in all cases where the hours of work for the different categories of personnel in hotels, restaurants and similar establishments are now greater than 48 hours a week, immediate steps should be taken to reduce them to that level. When hours of work are being reduced below 48 hours a week in other branches of activity, similar measures should be applied in the catering industry.

The total length of the daily breaks during a normal working day should amount to at least one hour. The daily rest period should not normally be less than 12 consecutive hours. Staff working in this industry should be granted, in the course of each period of seven days, a rest of one full day preceded by a reduced working day, preferably one half day.

Taking into account existing practices in the different countries, the length of the basic paid annual holiday should in no case be less than two working weeks for 12 months' service.

The conclusions also deal with public holidays and other leave, organization of work schedules, and methods of application and supervision, as well as consultation between governments, employers and workers.

*(Continued on page 1104)*

# JOB AND FAMILY:

## MEASURES TO HELP

## WOMEN

## FULFIL A DUAL ROLE

*Approximately one-third of all jobs in OECD countries are held by women. Many of the women who work—more than half in France, Sweden, the United Kingdom and the United States—are married; some have small children, others aged parents or other family members to look after. These women are often beset by a conflict between job and family duties which can lead to inadequate fulfilment of either role.*

*At the same time, there are women who have skills which are in short supply, who would like to work or feel the economic pressure to do so, but cannot because of their family responsibilities.*

*As part of its program for promoting an active manpower policy, OECD's Manpower and Social Affairs Committee asked Dr. Viola Klein, lecturer in Sociology at the University of Reading, United Kingdom, to find out on the basis of an OECD survey what is being done in member countries to remove obstacles to the employment of women with family responsibilities and to help solve the problems of those already employed. The survey and recommendations summarized here have been published under the title, "Women Workers"—available from the Queen's Printer, Ottawa at \$2.50 a copy.*

The average married woman with one child and a full-time job works about 38½ hours a week at home in addition to time spent on the job and travelling to and fro, according to a recent survey made in Zurich, Switzerland; a study of working women in French cities shows results of a similar order of magnitude. While some reservations may be made as to the validity of these statistics, they nevertheless illustrate one of the problems faced by working women with family responsibilities: how to find time to do justice to both job and family.

Some of the other problems that arise are only too familiar: almost every modern language has a word for "latchkey" children—those who are left on their own after school. How to provide care for such children, what to do when a school-age child is suddenly taken sick or when a baby-sitter does not appear—such problems are not necessarily peculiar to women who work, but do affect this group of jobholders with particular force.

For the society, however, the problem is not only a personal one. Inability to arrange a working schedule for women with specialized skills may mean a shortage of much-needed workers; while a long period of inactivity may mean that trained women lose their skills.

### A Question of Hours

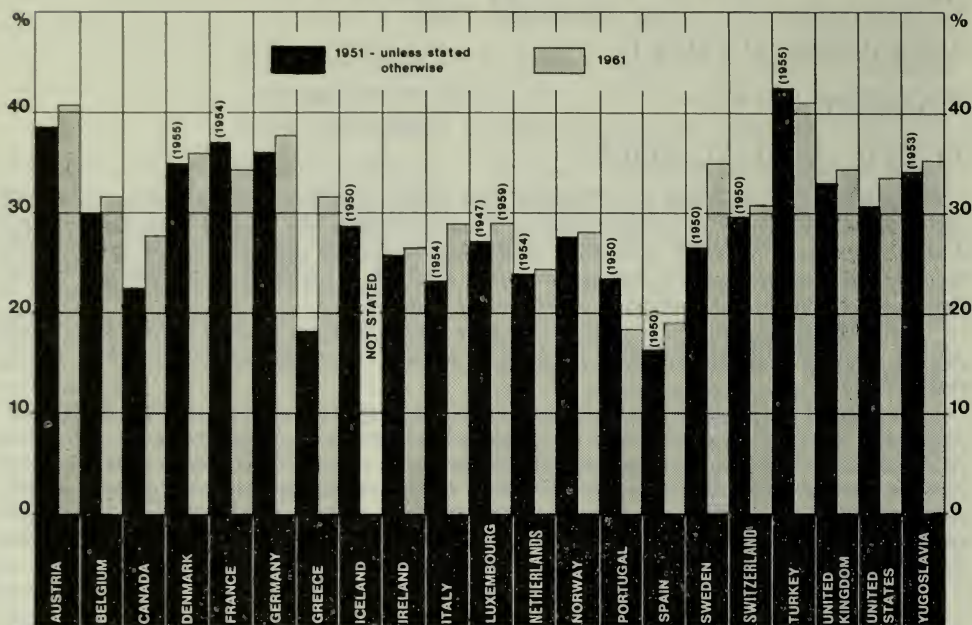
Faced with a tight labour market, an individual employer or even an entire industry may find it advantageous to make special

concessions to encourage women with families to work. In the United Kingdom, for example, women employed full-time consistently worked about seven hours less per week than men at the time of a 1960 survey. The authorities attribute this largely to informal arrangements which allow working wives to start an hour late in the morning or to go home early. The Swiss clock and watch industry permits women to leave for lunch half an hour or an hour early so that they can cook the meal. And the German authorities report similar arrangements where the workplace is near the home. (When the commuting distance is long, women press for shorter lunch hours to the point where it is sometimes difficult to get them to take even the minimum break required by law).

In a very few cases, such arrangements are given formal collective bargaining status or are even included in legislation. For example, in French couture houses, women with small children are permitted by collective agreement to go home five minutes earlier than other employees, and French law gives two extra days of leave a year for each small child to women under the age of 21. (This has been extended by collective bargaining in some industries to include older women as well.)

But as a general rule there is no special legislation governing the working hours or annual leave of women with families aside from maternity-leave provisions, which are included in the laws of almost every OECD country.

## WOMEN AS PERCENTAGE OF PERSONS IN CIVILIAN EMPLOYMENT: 1951-1961



The proportion of women in the work force has grown during the last decade in all OECD Member countries with the exception of France, Portugal and Turkey. Included in the figures of female employment, however, are unpaid family workers who account for a high percentage of the total in Greece and Turkey (the move away from agriculture helps to account for the decline in these countries) and, to a lesser extent, in Portugal, Yugoslavia, Austria and Italy. Married women account for some 60 per cent of the total female working population in the U.S., 58

per cent in Canada, 53 per cent in France, 52 per cent in the United Kingdom, more than 50 per cent in Sweden, 25 per cent in Norway and Switzerland. (Figures are for 1960 for all countries except Canada and France, for which 1962 is the year used.) Of all married women working in the U.S. in 1960, 20 per cent had children aged five years or less, 33 per cent aged 6-17. Two British sample surveys show that 9 per cent of married women workers had children under five years of age and 32 per cent had children aged 5-15.

Nor have women's associations or trade unions pressed for the formalization of such concessions which would, it is widely felt, have the effect of creating a privileged class among employees. On the contrary, their interest has been in obtaining equal treatment for the two sexes. "It is widely recognized today", said Dr. Klein, "that the private commitments and personal loyalties of both men and women must be respected by their employers."

She recommends wide acceptance of the practice of allowing employees to take a limited number of odd days or half days off at their own convenience either as part of or in addition to their annual leave. This would enable working men and women to have an occasional weekday free for major purchases, school visiting or family crises. An example of this sort of practice is to be found in the

Norwegian Telegraph Authority, where leave-of-absence of up to three weeks a year at one-third pay is granted to men as well as women under certain circumstances of stress.

More generally, the decrease in working hours and the trend evident in many OECD countries towards the five-day week have, among other things, facilitated the employment of women with households to care for.

### Part-Time Jobs

Part-time work is another matter, and Dr. Klein considers that it is in this field that adjustments would seem to promise the most fruitful results. Some jobs are naturally attuned to part-time workers—meeting the peak loads in restaurants and the seasonal surges of retail activity, for example; caring for children after school or enabling stores to remain open late. A few strategically placed

part-time workers in jobs like these could, moreover, release a far greater number of women for full-time employment.

Another possibility for part-time work is breaking up a normally full-time job into several shorter shifts. This is often done where there is a shortage of workers: one-quarter of all the nurses employed in National Health Service hospitals in England and Wales and 18 per cent of U.S. nurses are employed on a part-time basis (1960 and 1962 figures respectively). One factory in London, faced with a shortage of single women, successfully reorganized its production schedule to fit in four part-time shifts on which three-quarters of its work force came to be employed.

Such schedules seem, on the whole, to be characteristic of tight labour market conditions. Perhaps one of the reasons why there has been no more general extension of part-time shifts is that employers find the organization of work schedules difficult and the administrative costs for each employee disproportionately high.

As to part-time employees, they may find their earnings insufficient to compensate for loss of family benefits or tax deductions; they may feel that time and money spent on travel and social security contributions are unduly high (in a number of countries the latter are effectively fixed at a uniform rate regardless of hours worked). Part-time employees are not ordinarily covered by the provisions of collective agreements; often they fall outside the scope of the bargaining unit, and in many countries they do not have the right to all social security benefits.

These difficulties, says Dr. Klein, are not insurmountable. Specifically, she recommends that the status of part-time employees be regularized and that they be covered by collective bargaining agreements so as to assure them of fair rates of pay, pension rights, paid holidays, opportunities for advancement and the same period of notice as full-time workers. This has been achieved for dock labourers, she points out; there seems to be no reason why it should not prove possible for part-time workers.

### Services for Working Women

There are in any community a number of services whose creation or extension would help remove obstacles to work or would lighten the load of working women, especially if their hours were synchronized with those of employment; Dr. Klein specifically recommends three:

1. Home aid services with qualified part-time helpers to take over some of the most urgent domestic duties of working women, especially during periods of stress. A service

of this kind should charge only nominal fees and may therefore require a subsidy for its staff to be adequately paid.

Help of this sort, though only on a small scale, is available in Sweden, Switzerland and the U.S. Experience has shown that the service may be organized in such a way as to give household workers more status than they would enjoy as domestic help. This is the case, for example, in Sweden, where they are given the title of "household assistants".

2. Day-care centres. The number should be increased, their quality improved and their hours better adapted to serve the women's working schedules. Care of pre-school children is not uncommon in OECD countries. Employers in Italy, to give one example, have a statutory obligation to provide day-care facilities in any establishment where the number of women employees of less than 50 years of age exceeds thirty. But there are not enough of these centres, and the Italian authorities report that they are unpopular because of the danger of infection and the long journey by public transport during rush hours required to reach them. (They are normally located at or near work premises). Forty-one per cent of the enterprises employing between 500 and 1,000 women in France have their own child-care services or subsidize centres near the homes of working mothers. There are about 50 day-nurseries in England and Wales, mainly around Lancashire. They are under the supervision of the public authorities, and charge a reasonable fee geared to the means of those who use them. Some local health authorities also keep a list of people (so-called child-minders) authorized to accept a limited number of children for paid day care. Some low-cost housing in the U.S. includes a day-care centre as part of the complex, and private enterprise is experimenting with the construction of flats with such centres built in. On a national scale, legislation passed in 1962 authorizes the grant of federal funds to the states for child day-care.

Older children are usually less well provided for, though efforts to improve the situation are being made. Scandinavian countries have spare-time centres, play centres for after school, family day-nurseries (private homes, approved by a Child Welfare Committee, which accept children).

3. Adjustment of shopping hours. Most big cities in such countries as the Netherlands, Sweden, the United Kingdom and the U.S. have at least one night a week on which stores are open till 9 p.m. (Some supermarkets in the U.S. are open that late every night except Sunday.) But there are still many services—banks, local administration, hair-dressing shops, post offices, etc., whose hours

are those normally worked by people in industry. Dr. Klein suggests the extension of such services to non-working hours, possibly through use of part-time workers.

Society has a need for well-trained female personnel in many skilled and professional occupations, concludes Dr. Klein. Greater opportunities for employment are matched by increasing numbers of women seeking work. In doing so women are not merely responding to the current conditions of the labour market but are acting because of personal motivations in which economic, social and psychological elements intermingle. In other

words women have become available for employment not only because they are needed but for potent reasons of their own which include the desire to raise their living standards, the wish to use their abilities, to widen their mental horizons and to meet people. Adjustments of the kind recommended are both necessary and practicable and would help remove obstacles to carrying out a dual role. It is in the public interest to enable women to assume activities outside the home without being forced to neglect either their domestic or professional responsibilities or being unduly burdened by them.

## 800 Delegates Attend 36th Annual Meeting Of Canadian Chamber of Commerce in Toronto

*Many recommendations approved by Canadian business men who took part in the meeting that was planned as an introspective study of the relationship between business and the community*

"Business and the Community" was the theme adopted for the 36th annual meeting of the Canadian Chamber of Commerce held in Toronto from September 27 to 29.

Over 800 delegates representing Canadian business were in attendance at the conference that was planned as an introspective study of the relationship between business and the community.

More than 50 recommendations were approved; a research report, based on interviews with 2,200 Canadians, was presented; and Major-General R. H. Keeffler of Montreal, was elected president, succeeding A. J. Little of Toronto.

The keynote address was delivered by Mr. Little. Other speakers included William Dodge of Ottawa, Executive Vice-President, Canadian Labour Congress; Maurice P. Finerty, Mayor of Penticton, B.C.; Herbert H. Lank of Montreal, Chairman of the Board, Dupont of Canada Ltd.; N. R. Crump, Chairman and Chief Executive Officer, Canadian Pacific Railway Company; J. M. Keith, Montreal, Vice-Chairman, Executive Council, The Canadian Chamber of Commerce, and President, Imperial Tobacco Company of Canada Ltd.; Jean Drapeau, Q.C., Montreal; Robert P. Gerholz, President, Chamber of Commerce of the United States, and Claude Ryan, Montreal, Editor of Montreal's French-language daily "Le Devoir".

### A. J. LITTLE

Mr. Little said the Chamber of Commerce accepted the responsibility of acting as the voice of business and is continuing to be

extremely active in this area. "As businessmen we all have a duty, as well as the right, to formulate and express our own views and opinions. Indeed, if we do not do so, we are not assuming our proper share of responsibility for keeping Canada prosperous," he said.

Turning to the national scene, Mr. Little said it seemed to him that business must actively seek improvement in labour-management relations. "Surely it would be economic absurdity to sustain over a long period the costly, disruptive and unhappy strikes that we have seen over the past 12 months. This is not good for labour, it is not good for management, and it is not good for the economy as a whole.

"Surely there must be a better way of ensuring that labour gets a proper share of the fruits of production, always having regard to the productivity of labour and the real contribution which it makes. There must be some solution. Surely, too, it is unthinkable that the people of Canada should suffer because of a strike of vital public services such as the postal service.

"The time has come when Government should take forthright action to provide means by which proper, fair, and sensible solutions can be found to disagreements in this area, and business should press for such action."

He said business also must make sure that it adopts a national and not a regional viewpoint in its forward planning. "We must make sure that in our zeal to promote trade and industry we do not permit our provincial Governments to adopt policies or legislation

which could have the effect of setting one province against another to a point where inter-provincial commerce is restricted. Anything that tends to lessen the free and active flow of goods between provinces could be as serious for our economy as a reduction in foreign trade."

Mr. Little said that while some business people were not happy with some Government policies, and are critical of the interference by Government in industry, they are grateful for the interest and the activity of all levels of Government in trying to increase the productive effort of the country, and the standard of living.

In spite of any criticism and in spite of any disagreement with Government, Mr. Little said he found everywhere the general feeling that Canadian industry, left to itself, can progress and expand and provide the growth that will be necessary in the years to come.

### Foreign Trade

The first report of the Economic Council of Canada, he said, points up with great clarity the course that our foreign trade must take over the next five years if the economy is to achieve the goals set for it by 1970.

"We must increase very substantially our export business," Mr. Little continued. "This is going to be necessary, first of all, to take up the productive capacity that will be available in an expanding economy, and it will be essential also to increase our exports to meet the cost of our imports." He said that Canada, possessing vast resources and productive capacity, must become a world trader on a grand scale if "we are to attain the standard of living which we would all like to see."

Turning to the general field of welfare expenditure, Mr. Little said there had been misunderstanding and even misrepresentation of the position of the Canadian Chamber of Commerce in respect to welfare. "There is probably no other organization in our country that has worked as hard over the years, both nationally and at the local level, to make sure that the people are properly looked after," he said.

"It is clearly the policy of the Chamber that no person in this country should go unfed or unclothed or without work. While it is a responsibility in which industry must share, nevertheless it is a prime obligation of the Government to make sure that such people are properly looked after. At the same time, it is our belief that people should be put in a position where they are able to look after themselves.

"This means that our young people must be properly educated, many who are now at work must be retrained, and steps must be taken to promote industry and to prevent

unemployment. Given these conditions, with stability of prices, it should be possible for the people of this country to look after themselves, and it is certainly my belief that this sort of independence makes for a strong individual and a strong nation."

He said the Chamber of Commerce has been concerned about education and training. "With the tremendous number of young people coming into the work force, and with the nature of jobs changing so quickly, we think that more education and more on-the-job training and retraining is going to be necessary to keep a reasonable level of employment.

"We think that efforts in this direction should take high priority over universal welfare schemes which are not designed to benefit the indigent and the needy people, but are designed to cover all the people of the country, whether they need it or not, and whether they like it or not."

Mr. Little said in conclusion that the Chamber of Commerce was concerned that "there is no evidence that the Governments have taken the same interest in the Economic Council report that business has taken. Unless it does take this interest, unless it does pay attention to this blueprint, the work of the Council will be lost."

### WILLIAM DODGE

Mr. Dodge criticized the role business is playing in community affairs. He said business is not fulfilling its responsibilities toward the community.

"Perhaps I can answer all the questions about labour's willingness to participate in joint action on community programs with one quick statement—all you have to do is ask us," he said. Mr. Dodge pointed out that labour organizations participate now in every conceivable type of public body at all levels of Government and, "with respect to their activities, feel that unions have a special responsibility to represent the public interest."

He said business must answer to the fact that "with power goes responsibility." This also applies, he said, "to all those groups and enterprises which have been granted or have pre-empted the right, in a private enterprise economy, to exploit the public domain—the natural resources, the means of communication and transportation, the services of organized communities, and the needs of people for food, clothing and shelter.

"I am talking here about the institution of private business. The rights enjoyed by business have been ceded to it, either deliberately or by default, by the general public, and it is, I hope you will not mind my reminding you, quite within the realm of possibility for them to be taken away again."

Mr. Dodge said he did not wish to be unfair, and admitted that many businessmen see business as having a responsibility toward the public, and accepting it.

As examples, he cited the financing for such organizations as the Canadian Institute of Public Affairs, the Canadian Institute of International Affairs, the Canadian Welfare Council, the Canadian Trade Committee and the Canadian-American Committee.

In one specific reference, Mr. Dodge paid tribute to Jack Leitch, president of the Upper Lakes Shipping Company "for taking losses amounting to millions of dollars in the fight, side by side with the Canadian Labour Congress, to rid the country of Hal Banks.

"It doesn't happen very often, but it does happen," he said.

### Slum Clearance

Turning to slum clearance and urban redevelopment, Mr. Dodge said he found it difficult to understand why business did not give high priority to such matters. "Slum housing is bad economics and so is poor city planning. Quite apart from the costs in terms of crime and crime prevention, health and sanitation, the direct impact of housing construction on the production and sales of materials and equipment that go into home construction is enormous.

"Of additional importance is the indirect economic impact of such housing construction activity in generating logging, mining and other production of raw materials that go into the making of building materials and equipment for housing construction.

"New housing construction, reinforced by the construction of essential community facilities, also generates an additional variety of outlays, such as street paving, installation of sewers, water, gas, electric and telephone lines, as well as the necessary construction equipment, including dump trucks and bulldozers for work at the construction sites and gasoline, batteries and tires for their operation," he said.

Mr. Dodge said that in 1916, the National Association of Home Builders in the United States estimated that 10,000 new homes generated a market for materials producers and suppliers of \$50 to \$66 million. It also estimated, he said, that construction of 10,000 homes represented roughly 20,000 man-years of employment.

A further economic impact of new housing construction, he said, comes from consumer expenditures made by families at the time of initial occupancy of new homes.

"Another reason why it is imperative to get promptly under way the strategic programs for urban redevelopment and growth is that these programs lie at the heart of the drive

against poverty on which our nation has embarked," he declared.

"Slums breed poverty and poverty breeds slums. The community which embarks upon an effort to clear its blighted, run-down areas and redevelop them into modern, well-planned, pleasant neighbourhoods, is the kind of community business should support with all its vigour.

"Among the opportunities such a concerted community effort opens up are new opportunities for skill training and for employment which, in turn, bring better living standards within the reach of people previously disadvantaged.

"A good society can only flourish in good homes, good neighbourhoods and, for urban dwellers, only in good, well planned, well provided and well equipped cities and towns, well designed for modern, creative and productive living.

"If it is a challenge you are seeking, it must surely be to provide modern living conditions for all Canadians. Slum clearance and urban redevelopment are surely among our most urgent problems. Unhappily, I see very little disposition on the part of the business community to join in this kind of campaign," said Mr. Dodge.

### MAURICE P. FINNERTY

Mr. Finnerty said that the quick transformation of Canada from an agricultural to an industrial economy began during World War II, and that the complexities involved in such a rapid transformation necessitated new concepts of governmental functions.

"As pointed out in the first report of the Economic Council of Canada, 'modern Governments have long since assumed the role of counter-weighting the economy when the private sector forces of demand and supply, particularly of labour, are out of balance,'" he said. The result has been an increase in the activity of all levels of Government in all economic decisions.

He pointed out that the new federal programs of incentives to industry in certain designated areas has as its purpose the creation of employment, and the decentralization of industry to those areas whose economy has not been keeping pace with the national average.

"While these are the stated objectives of the program, if they were the only considerations, the simple solution would be to move the people to where the jobs exist," he said. "I suspect that the real concept is to decentralize people, not industry, and in social planning, this may well be the proper way to avoid the social consequences of metropolitan concentrations; but I think we should understand the real motivation of this type of program.

"The recent revisions to the federal ARDA program (Agricultural Rehabilitation and Development Administration) which started out as principally a legislative program of technical and financial aid to rehabilitate agricultural lands through development of irrigation, has now become a blueprint for regional development and a tool to be used in the war on poverty. The paramount long-term benefit will be rural, regional economic development, and while no one disputes the objectives of the program, it is in every concept, social planning."

Mr. Finnerty said he was not opposed to the steps being taken to remake the community, the province, and the country into a better place for Canadians, and he heartily endorsed both the objectives and the methods of most of the programs. He said businessmen should understand this better and should play a more important role in making the decisions.

"In my opinion," he declared, "the business community should exercise enough influence on Governmental decisions so that both the public sector and the profit sector can simultaneously be developed together to bring about a high standard of living, equality of opportunity, and the requisite social benefits so that Government and business can together create a nation with a social conscience, a healthy economy, and a national pride."

## HERBERT H. LANK

Mr. Lank said that business is assuming an increasingly active role in its day-to-day relationships at local levels. "Of even greater importance to the long-term well-being and development of Canada as a whole is the need for more common approaches to common problems at more senior levels," he said. "To do that we must develop more fully an appreciation of how closely allied are the objectives of the various sources of influence in a modern industrialized society."

"If we have done any growing up at all in recent years, we should know that there is little to be gained by business, by government, or by organized labour, in perpetuating the worn-out, chip-on-the-shoulder, hostile attitudes of the past."

"The affairs of business and governments and labour and education, overlap at every turn. I don't think anyone could seriously dispute that business and governments have a definable, mutual interest in wages and prices, unemployment and poverty, education at all levels, science and technology, and social security. . . ."

Mr. Lank said that modern business and industry can properly accept much of the credit for the giant strides made by technology during recent decades, and he asked: "Should it not also help resolve the accompanying difficulties and complications?"

The spectacular advances are just the top of the technology iceberg, he continued. Their benefits have been manifold, and so have been the social consequences. The direction of millions of lives has been altered, but not always for the best.

"It's not difficult to trace many of our current social problems directly back to the applications we have made of increased scientific and technical knowledge."

"The shortening of the work week and the attendant growth of leisure, an aging population resulting from our improved life expectancy, the necessity of geographic and job mobility, the need for new and better educational training and re-training facilities, the creation of economic backwaters, are but a few of the serious problems raised."

"It would be illogical to suggest that business must accept blanket responsibility for these and other profound social changes. But, it cannot back away from them completely either, first because it has helped create the problems, and second, because some kind of unilateral government action would be inevitable. What business must consider for its part, is who can act best in particular situations—business, government, labour or some combination."

Mr. Lank concluded by saying that the voice of business is of immense national importance. "Fundamentally it is the voice of the nation's productive resources upon which is founded the security, prosperity and happiness of all Canadians."

## N. R. CRUMP

The environment for Canada's exports to her traditional markets of the U.S., the U.K., and Western Europe should be favourable for most of the balance of the decade, but labour inflexibility and narrow management policies may impede future growth, said Mr. Crump.

He suggested that there are forces at work in the Canadian economy that may lead to the erosion of the country's economic edge in the international market. Available data "strongly suggests that wage increases have seriously outstripped productivity improvement thus far in 1965" and are of serious concern in a competitive world. "Our performance in costs and productivity has worsened in relation to that of the United States, and probably in relation to that of other countries as well."

Mr. Crump said one reflection of the situation is that merchandise imports have increased at a significantly greater rate than merchandise exports so far this year.

"A large measure of responsibility for this situation, and for the disastrous effects which it can have on our potential future growth, may be attributed to labour," he added. "We have been plagued for several months by

strike after strike in all manner of industries, including those of an essential and semi-essential nature."

He said 1,200,000 man-days were lost through strikes in the first six months of this year, twice the loss of 1964. "Imposition of the minimum wage of \$1.25 in federal companies is resulting in further substantial increases in labour costs.

"We have an excellent illustration available of what happens when labour costs are beyond the capacity of industry and the economy to support. I refer to the United Kingdom."

According to Mr. Crump, the current British economic difficulties are largely the result of labour's inflexibility in adopting new methods and technology and its determination to increase wages regardless of the economic costs to the country.

### Guide Lines

"In recent years," he added, "many countries have adopted a form of income or wage control which has provided guide lines for wage increases in relation to productivity improvements. There are many disadvantages with a system of this sort and I do not advocate it for Canada.

"There is no doubt, however, that the strike has outlived its usefulness in most sectors of the economy, and that, surrounded with legislation which now exists in the labour field, it provides far too much power in the hands of labour, to the prejudice of the interest of the nation as a whole.

"Recent developments thus far in 1965 are a most serious cause for concern on the part of all Canadian businessmen, and should equally be a cause for serious concern on the part of Government and labour.

"The need for rapid productivity improvement is, I think, recognized by most groups in Canada. The Economic Council concluded that a rate of productivity improvement of some 2.5 per cent annually is attainable. This improvement will not be attained unless there is the utmost in flexibility to permit resources to readjust their employment, and unless we have indeed a high education, high resource mobility, high research and high innovation economy.

"These things add up, coupled with restraints in wage and welfare measures, to a highly competitive economy. I am seriously concerned over our ability to achieve those things which are requisite to attainment of an effective competitive performance, and thus to our continued growth," Mr. Crump said.

Canada's exports to Japan have increased from \$73 million in 1950 to \$330 million in 1964 and during the same period Japan's exports and imports increased from 2 per cent to 5 per cent of all world trade, he declared.

"At the present time Canada's facility to attain its full potential is being impeded by the fact that wages are rising at a far greater rate than productivity is improving—thus seriously affecting the competitive position of the Canadian economy. It would be tragic indeed if we fail to grasp the bright opportunities before us by the pursuit of narrow policies."

### J. M. KEITH

Mr. Keith told delegates that the Chamber of Commerce will have to make clear that the real objectives of business are "being for progress and for the people, instead of appearing to be against Government, against labour, against much that is considered progressive in our society."

He said "misconceptions, misinformation and plain ignorance are rife" and a concerted program of education is indicated. "In all of this, it will be important to go beyond merely expressing the point of view of business.

"Business must be ready to align itself in our society, along with other segments such as labour and Government, and to provide information regarding the functions and roles of each, and of how co-existence can be most effectively achieved with the maximum benefit for all," he said.

Mr. Keith told delegates that business appeared to have been an amateur in the art of communications and that it had failed to present its objectives and goals so that they could be understood and accepted by the general public.

He urged that businessmen in Canada's second century act as leaders outside their business as well as inside. "We must demonstrate that the interests and objectives of Canadian business (and of the Chamber movement) are in complete harmony with the highest aspirations of all Canadians.

"The primary task of Canadian business is to identify itself with the struggle for these aspirations and to give active leadership, in co-operation with Governments, and other organized groups, so that the public will look to business for leadership and not always to Governments.

"To the extent that all those public aspirations are not attainable at the same time, Canadian business should have a strong voice in determining the priorities, and in persuading politicians and people alike that all desired objectives cannot be reached at one time. The aim should be to accentuate the positive and to provide strong support in achieving common goals."

### All Canadians Affected

The series of business conferences dealing with the annual review of the Economic Council of Canada, sponsored by the Canadian Chamber of Commerce and a number of

members of Boards of Trade, were widely acclaimed, Mr. Keith continued.

They were important, he said, because the subject affected not only every business, but every Canadian, and the Chamber was trying to arouse widespread recognition by Canadians as well as by business of the importance to them of "Goals for 1970".

"Business was seen," he said, "as 'taking time out' to concern itself with things that matter to all our citizens, not just to business."

He referred to his earlier statement that "The public must be told what's in it for them" and declared: "In this case, jobs, a higher standard of living, personal freedom and prosperity for all Canadians. It would seem that we must do more of this in the days ahead with the emphasis on 'what's in it for all Canadians'."

Mr. Keith said members were asked in a survey to say whether they thought the Chamber should step up or devise new plans to work closely with teachers, and whether they thought more priority should also be given to working with students.

"The answer was quite positive," he said, "since from hundreds of replies we received an 80 per cent 'yes' to working with teachers, and a 70 per cent 'yes' in regard to working with students. This seems quite a logical answer when we remember, as the Economic Council of Canada pointed out, that in the 1960s ten times as many young people, age 20 to 24, will enter the labour force as was the case in the 1950s.

"I believe that if you will take 1961 census figures, showing the number of Canadians under 25 years of age, and estimate conservatively the population increase, immigration and emigration, deaths and births, you will find that today there are as many young people in Canada, 25 years and under, as there are people over 25 years of age.

"Communicating with teachers, and with students, seems to be a priority project."

## Canadian Attitudes

A research report, prepared by a marketing research firm and based on interviews with 2,200 Canadians from coast to coast, was presented to the annual meeting.

Chief findings included:

—business was thought to make a net profit on sales of 19.3 per cent, compared with an actual after-tax profit in 1962 of 2.7 per cent;

—business taxes were put at 23.5 per cent of profits, against the actual figure of 40.8 per cent;

—the privately-owned Canadian Pacific Railway was thought by 29 per cent to be Government-owned.

—Canadians appear to favour more Government ownership and control over the economy, and less influence by business on Government.

Delegates approved more than 50 recommendations including those saying that:

—more emphasis be placed on the teaching of a second language, as long as it is French or English, at both the primary and secondary school levels;

—all deputy ministers in the federal civil service should be bilingual, and "... where this objective cannot be immediately achieved, there be appointed an associate or assistant deputy minister who is bilingual";

—the federal Government should increase its financial support to private enterprise to carry out research on development of northern resources;

—the development of better communication between industry and vocational and technical schools should be encouraged by requiring students to participate in practical training as part of the curriculum during their graduation year; and

—efforts to attract specially skilled immigrants to Canada should be made by employers.

# Impact of Winter on the Canadian Worker

*Almost two out of every three persons subject to seasonal unemployment in Canada are attached to comparatively small but highly seasonal industries, new Departmental report says*

Nearly two out of every three persons who are subject to seasonal unemployment in Canada are attached to the comparatively small but highly seasonal industries. These industries are construction, agriculture, forestry, and transportation—especially by water. The largest single contributor to seasonal unemployment is the construction industry, which accounts for more than a third of all workers who are seasonally unemployed in winter, although the industry employs only 8 per cent of the total work force.

These facts are brought out in a new bulletin published by the Department of Labour under the title: *The Impact of Winter on the Canadian Worker—An Examination of Seasonal Variations in Employment and Unemployment in Canada*. The pamphlet was prepared in the Economics and Research Branch of the Department by R. B. Heatley, under the direction of Gil Schonning, Assistant Director of the branch.

"The pamphlet is concerned with certain economic problems associated with seasonal unemployment, the extent of seasonal variations in employment and unemployment in Canada and its five regions, and with the characteristics of the seasonally unemployed workers," says the foreword to the publication. "Some of the steps taken to reduce their numbers, and some of the problems associated with finding a long-term solution to seasonal unemployment are also discussed."

## Extent of Seasonal Unemployment

On the average, during recent years, about a quarter of a million people have been unemployed in Canada during the winter, the bulletin says. Besides those unemployed as a direct result of the cold weather, the reduced demand for certain types of materials and equipment, consequent upon the lessened activity in the industries directly affected, leads indirectly to further unemployment.

Some kinds of work, such as fishing and the growing of field crops, become impossible in winter. In other cases, year-round production is possible, but operating costs are higher in winter. This matter of increased costs accounts for a large decline in output during the winter, especially in the construction industry.

The total effect on employment of the seasonal decline in economic activity during the cold weather is that only nine jobs are available in winter for every ten open in

summer. "This is equivalent to an employment decline in winter of about 600,000 from the peak summer level. This figure, however, includes people who have no urgent need or desire to work in winter. Many people prefer to work only in summer. Students, for example, are always eager to obtain summer employment . . . others earn an adequate income in the summer months (often by working many overtime hours) with the intention of not continuing in winter employment."

But "of the 600,000 persons who cease to be 'employed' in winter, not all become 'unemployed,'" the bulletin points out. In the ways such as those described in the previous paragraph, "many, in fact, withdraw voluntarily from the labour force." Persons who, although not working, are not "available" for work, are not considered to be in the labour force, and consequently are not considered to be unemployed. This is one of the reasons why the number displaced from work during the winter is much larger than the number who become "unemployed."

"Certain categories leave the labour force and the result of this withdrawal represents an overall drop in the seasonal index of the labour force of approximately 5 percentage points. Based on an average labour force of about 6.6 million, this means that about 330,000 of the 600,000 persons laid off in winter do not continue to be available for winter employment. This leaves about 270 persons who are available for winter work and are considered as seasonally unemployed.

"This figure tends to overstate the 'real' volume of seasonal unemployment, since it was computed during a period of recovery rather than one of full employment. During a period of full employment, it would more properly be assessed at close to 200,000. For the purposes of the present analysis, however, the extent of seasonal unemployment may be estimated at about 250,000, or roughly 4 per cent of the current labour force."

## What Workers Are Affected

An examination of the numbers of males and females among the employed and the seasonally unemployed, the pamphlet says, "makes it quite clear that seasonal unemployment is essentially a male problem . . . relatively few women work in seasonal industries, and those who do tend to leave the labour force in the off season." Not only do "men

vastly outnumber women in the work force," but, "while the seasonal index of male employment drops by about 11 per cent in winter, the seasonal index of female employment drops by only 5 per cent."

In considering the type of workers who are most subject to seasonal unemployment, the pamphlet points out that "the occupations closely associated with the industries which are most sensitive to the winter climate are generally more affected than those attached to the non-seasonal industries. This supports the view that seasonality is chiefly linked to industry.

"Evidence indicates that approximately one half of the seasonally unemployed workers are attached to construction, primary and transportation jobs; and another 25 per cent are engaged in general labour, mostly in unskilled construction work. These occupations account for about 50 per cent of seasonally inactive workers (plus a majority of the unskilled), and the total work force in the industries from which they come accounts for less than 30 per cent of workers in all industries.

"On the other hand, over 40 per cent of the work force is employed in 'white-collar' occupations (the managerial, professional, clerical, communication, commercial and financial occupations), yet only 10 per cent of the seasonal group are so engaged. Similarly, workers attached to manufacturing and service occupations are less prevalent among the seasonally unemployed than among the employed. . . ." But because of the size of this group, these occupations—white-collar, manufacturing and service—account for over 25 per cent of the seasonal group.

"Within each of the broad occupational groups, there are certain specific occupations which are more predominant among the seasonally unemployed than others. . . . This predominance is sometimes caused simply by the large number employed. Carpenters, for instance, are numerous among the unemployed construction workers; but this is mainly because carpenters form a large group of employees in that industry.

"Seasonally unemployed primary workers largely consist of loggers, bushmen and those in other related lumbering occupations." The bulletin points out, however, that fishermen and farmers, who are numerous, tend to leave the labour force in winter; in other words, they do not look for other work, and are therefore not considered to be unemployed.

"Among the transportation workers who seek work in winter, those associated with inland water transportation (i.e. seamen, long-shoremen, etc.) are very prominent. On land, taxi, truck and tractor drivers are prominent because of the drop in the winter demand for

their services. In manufacturing, those associated with food, tobacco, stone, clay and sheet-metal products are more seasonal. Among service occupations, the workers most subject to seasonality are cooks and kitchen employees.

"Finally, it has been observed that there are few white-collar workers among the seasonally unemployed. This is because office work, whether in a seasonal or non-seasonal industry, is comparatively insensitive to climatic influences. . . . Professional and managerial occupations are least susceptible to seasonality."

Although seasonal unemployment is mainly associated with certain industries, it is also more prevalent in certain parts of Canada than in others. Ontario is least subject to it, largely because it is a centre of manufacturing industry, which in the main is not greatly affected by climate. Quebec and the Atlantic provinces are the most subject to seasonal unemployment because they are more dependent on seasonal industries.

" . . . a disproportionate number of seasonally unemployed workers are concentrated in Quebec and the Atlantic provinces. These two regions, with only 36 per cent of the total work force, account for over one half of the seasonally unemployed. This is in contrast to Ontario which has 37 per cent of the work force, but only 21 per cent of the seasonally inactive; and to the Prairie and Pacific regions, where the amount of seasonal unemployment is proportionate to the size of the respective work forces."

### Regional Differences

The availability of other work also helps to explain regional differences in seasonal unemployment. In Ontario, some of the workers laid off in one industry can find work during the winter in another. In the Atlantic provinces, however, the workers laid off in the seasonal industries are often far from places where other work might be found.

"Another factor that has a bearing on the regional volume of seasonal unemployment is the annual income level, both of the worker and of the other members of his family. Other things being equal, it is likely that the higher the level of income, the less incentive there is to seek alternative work for short periods of layoff. . . . In Ontario, total personal per capita income is substantially greater than it is in the Atlantic region. Thus, Ontario workers should be relatively less active in seeking alternative work in winter. . . ."

Besides the greater number laid off, there is no doubt that the layoff season is considerably longer in the Atlantic region than it is in Ontario, the bulletin says. This is so in agriculture, because of the shorter growing

season in the Maritimes; and this tends to affect other industries also. "In the Atlantic region, for example, workers engaged in in-shore fishing have tended . . . to rely upon a second source of income, usually farming or logging. Recent developments in technology have made it more profitable for a man to concentrate on only one of these seasonal industries and more difficult to participate in two or more of these activities, as in former years."

The bulletin says that "it is largely the middle-aged worker who becomes seasonally unemployed." It said that, "while 57 per cent of employed workers are between the ages of 20 and 44, 65 per cent of the seasonally unemployed are in this age group." Workers above the age of 45 "are represented among the seasonally unemployed in proportion to their strength in the work force (33 per cent)".

"However, younger workers, those from 14 to 19, are conspicuously absent from the seasonally unemployed. This would seem to conflict with the generally known fact that younger workers exhibit the highest unemployment rate in winter. But they also have the highest unemployment rate in summer, and thus the difference between the two (seasonal groups) is smaller than is the case for other age groups. The reason it is smaller is that the bulk of workers between the ages of 14 and 19 are students who leave the labour force in winter to return to school."

### Stimulation of Winter Employment

In a chapter on "Efforts to Stimulate Employment in Winter," the report outlines the measures being taken by government to reduce seasonal unemployment.

"In recent years, governmental and other organizations have taken steps to reduce the burden of seasonal unemployment by providing financial assistance, and by increasing the number of jobs available in winter." It instanced the "Do It Now" campaign, and the way in which governments have been arranging to carry out as much as possible of their own construction and maintenance work during the winter.

It says, however, that "although these programs have helped to reduce the wastage of manpower that occurs in winter, seasonal unemployment still persists as a serious problem. . . . There is no simple solution."

Measures taken by the federal Government to reduce winter unemployment are enumerated. These include the Municipal Winter Works Incentive Program, the Government Winter Construction Program, the Winter House Building Incentive Program, and encouragement of the use of NHA Home

Improvement Loans and Farm Improvement and Small Business Loans for work during the winter.

"These measures, particularly the incentive program, have helped substantially in sustaining employment in the otherwise very seasonal construction and related industries," the pamphlet says. On the other hand, besides pointing out that fishermen in the Atlantic provinces who formerly had another source of income, such as farming or logging, now concentrate on fishing it also draws attention to the fact that when horses were used in logging, "snow was actually regarded as an advantage in hauling logs".

"This tended to reduce the overall seasonal variation in employment by providing winter jobs for farmers and other persons who were 'displaced' by the climate. Following the introduction of trucks and tractors, however, snow came to be regarded as an obstacle, and hauling operations were shifted from winter to the preceding fall. Consequently, the loss of these winter jobs has intensified seasonal employment problems in Eastern Canada."

In summarizing the winter unemployment situation, the pamphlet says, "While it is difficult to measure precisely the influence that these government programs have had on reducing winter unemployment, there is considerable evidence to suggest that they have been quite effective. As previously mentioned, a number of factors work positively or negatively to alter the magnitude of the seasonal problem.

"Thus, apart from campaigns and incentive programs, the relative increase in industries with year-round stability (e.g. the service and manufacturing industries), together with a relative decline in the primary industries, tend to reduce the problem. Conversely, the logging industry has shifted most of its activity from winter to summer and fall, and certain highly seasonal transportation facilities are expanding, thereby aggravating seasonal unemployment in these sectors.

"An underlying but very important factor, which largely works to reduce the seasonal problem, is that of technological advance. It is true that the initial impact of technological change in the logging industry was to shift activity away from the winter season; but, in the long run, the trend seems to be towards making employment in this industry fairly stable the year round.

"The construction industry has benefited greatly from technological change by making it possible to carry on most activities throughout the winter. This, plus better year-round planning and government incentives, are combining to make it an increasingly attractive year-round industry in which to work."

One point made by the bulletin is that measures to reduce seasonal unemployment are especially important when general economic activity and employment are high. "When employment in both summer and winter is abnormally low," it says, "measures must be taken to stimulate total annual employment. To stimulate only winter employment under such conditions could have an adverse effect on the level of summer employment."

Seasonal unemployment in the primary industries is more difficult to reduce than in the construction industry, because the obstacles set up by the cold weather are more serious, the bulletin says. "A long-term solution may involve the re-shaping of the labour force so that some of the least productive primary workers would be helped to find jobs in non-seasonal industries, while others would

be provided with transferable skills to enable them to shift to other industries which could absorb them in winter. . . .

"But, in general, expansion of employment in the non-seasonal (varied manufacturing, trade, finance and service) industries relative to the seasonal ones will tend to cut down the volume of seasonal unemployment effectively. . . ."

Finally, the pamphlet says that the solution of the problem of winter unemployment cannot be made the responsibility of any single government. "In essence, the solution to the overall problem appears to lie in the sustained promotion of a common understanding, at individual and national levels, that the rhythmic changes of seasonal unemployment can be readjusted, to the advantage of the economy and of everyone in it."

## Safety and Health Legislation Enacted in 1965

*Five provinces pass safety and health legislation in 1965  
Ontario makes most extensive changes, revising Operating Engineers Act and amending three other safety statutes*

Five provinces enacted safety and health legislation at the 1965 sessions of the Legislatures.

The most extensive changes were in Ontario. The Operating Engineers Act was extensively revised to bring the statutory requirements into line with modern technological practices. Amendments to the Trench Excavators' Protection Act, the Construction Safety Act and the Elevators and Lifts Act strengthened enforcement procedures.

Manitoba enacted a new general safety law, the Employment Safety Act, and added provisions respecting mine rescue stations to the Mines Act.

Nova Scotia replaced its Factories Act by a new statute, the Industrial Safety Act.

In Quebec, the Mining Act was revised, changing the minimum age for employment in mines.

Saskatchewan amended the Passenger and Freight Elevator Act.

### ONTARIO

#### Operating Engineers Act

The Ontario Operating Engineers Act, 1965, which will come into force on proclamation, represents the first major revision of the legislation governing the operation of steam boilers, compressors, refrigeration equipment, air conditioning units and hoisting plants since 1953. The new Act is designed to bring the

statutory requirements into line with modern technological practices. In particular, it takes into account the advances in automatic firing; which, in turn, have been responsible for the introduction of interlocking safety devices.

When introducing the bill, the Minister of Labour reviewed the various steps taken within the past five years to bring the Act into line with modern conditions. It was first examined by the Royal Commission on Industrial Safety (the McAndrew Commission), which recommended that an independent board of review be established to determine appropriate amendments to the Act consistent with modern industrial equipment.

Implementing this recommendation, the Ontario Government in June 1962 appointed a special committee to review the Act in detail and to suggest improvements. After hearing some 28 briefs, the committee submitted its report in June 1963.

On the basis of this report, together with representations made to the Department, a bill similar to the new Act was introduced in 1964 and given second reading. After being referred to the Standing Committee on Labour, Legal and Municipal Bills, it was held over to enable the Department to consider the briefs received.

In the revised Act, the principal change is that a new standard for measuring the capacity of boilers, compressors and refrigeration equipment has been introduced. Because

it was not considered a true enough gauge of power output or possible intrinsic hazards in the operation of plants, the present horsepower basis of rating has been abandoned in favour of a therm-hour rating. In order to effect a satisfactory transition to a more up-to-date system of control, the Act includes a formula for translating horsepower ratings of existing plants into the new therm-hour rating basis.

In line with the change in the method of rating, corresponding changes have been made in the provisions setting out the classes of operating engineers and operators required for the various types and sizes of plants. Instead of six classes of operating engineers, the new Act provides for four—stationary engineer (fourth, third, second or first class); provisional stationary engineer (fourth, third or second class); hoisting engineer; and steam-hoisting engineer.

Operators, as before, are classified as compressor operators or refrigeration operators (B or A class).

As formerly, the Act sets out the classes of plants that holders of the various grades of certificates may operate.

Another important new feature is the provision for a board of review composed of a chairman and an equal number of representatives of plant users and operating engineers. This change was recommended last year in the brief submitted by the committee for the protection of the Operating Engineers Act.

The main task of the board of review will be to advise the Minister of Labour as to the effectiveness of the legislation and to suggest changes that should be made in the Act and regulations, in the light of new techniques and equipment. It will also be required to advise the Minister, management and labour on problems relating to the training and employment of operating engineers and operators.

Implementing recommendations made by the McAndrew Commission and the special committee, the Act made some changes in administration. The present Board of Examiners is to be retained, but its duties have been changed. Its main concern will be the examination of applicants for operating engineers' and operators' certificates. The chief officer is to be responsible for the administration and enforcement of the Act, subject to the control of the Minister.

To make the legislation more flexible, matters such as qualifications of applicants for certificates, and terms and conditions of operation of plants or special types of equipment, are to be dealt with by regulation.

## Construction Safety Act

The amendments to the Construction Safety Act, 1961-62, are intended to strengthen and broaden existing safeguards with a view to reducing construction hazards and the frequency of accidents.

Construction projects on farms, previously excluded, have been brought under the Act, except work done by the farmer himself with or without the assistance of his farm help. On the other hand, shafts, tunnels, caissons and coffer dams have been excluded, as these specialized works are governed by regulations under the Department of Labour Act.

The employment of persons under 16 years in active construction work is now prohibited. Fifteen-year-olds may, however, be employed in such parts of a construction site as may be designated in the regulations.

The duties of project owners, general contractors and subcontractors are spelled out in greater detail than formerly. A constructor (the term includes an owner who contracts to have work done or who undertakes work himself, as well as a contractor) is obliged to make sure that the required equipment, materials and safeguards are provided, that they are maintained in good condition and used in the prescribed manner. It is also his duty to take every reasonable precaution to ensure the safety of all persons employed on the construction project. A subcontractor is similarly responsible for the maintenance of safe working conditions in the part of a construction project under his direct control.

The legislation will continue to be enforced by municipally-appointed inspectors in specified municipal areas and counties of Southern Ontario, and by provincial inspectors in areas without municipal organization and in municipalities in Northern Ontario with a population of less than 5,000. Local municipalities within a county no longer have the right to set up their own inspection systems, however. The option to withdraw has been removed, giving the counties full authority for inspection activities. The Minister said that this change was made so that "properly viable inspection systems" could be maintained across Ontario.

Some additional controls have been imposed. As before, a notice must be sent to the inspector whenever a building permit is issued. If a municipal building permit is not required, the constructor must now notify the inspector before starting work on a project.

The amended Act also provides for more provincial control over local inspectors. Upon the disposition of each charge alleging a breach of the legislation, the municipal inspector, or the senior if more than one, must send a written report to the Deputy Minister.

In addition to requiring an immediate report of fatal accidents, the Act now makes it compulsory for an employer to notify the chief officer within four days if an employee has been off work for three days or more as a result of an industrial disease, explosion or fire in a construction site.

Enforcement procedures have been further strengthened by an amendment providing for injunctions to force contractors to comply with stop-work orders. Upon the application of the inspector concerned, a judge or local judge of the Supreme Court may issue an order restraining the accused person from continuing the work specified until the final disposition of the charge. A restraining order may be entered and enforced in the same manner as an order of the Supreme Court. An *ex parte* injunction is limited to a period of five days.

Penalties for infractions of the Construction Safety Act have been increased. In addition to the general penalty, a person who fails to comply with a stop-work order is now liable to a fine of \$100 a day for each day the offence continues. The maximum pecuniary penalty that may be imposed on a corporation has been increased from \$1,000 to \$5,000.

### **Trench Excavators' Protection Act**

The Ontario Trench Excavators' Protection Act, which is intended to protect employees who work inside relatively deep trenches, has been amended to provide for more provincial control over local inspectors. New reporting requirements have also been imposed and new rules to guard against electrical hazards have been added.

Local inspectors will continue to enforce the legislation, except in areas without municipal organization, but will be subject to more supervision by the Ontario Department of Labour than formerly. The amended Act provides for the appointment of one or more provincial inspectors to instruct, advise and assist municipal inspectors in carrying out their duties. It also provides for the appointment of a chief officer.

A system of annual returns has also been introduced. Every municipal inspector, or the senior if more than one, must now submit an annual report to his council giving the prescribed particulars. A copy of this report must be sent to the chief officer.

Before work is begun, a notice of every proposed trench must be sent to the inspector. This notice must now give particulars as to the length, as well as the width and depth of the trench. If the trench is to be more than 100 feet long, the constructor must send a copy of the notice to the chief officer.

As a further means of control, provisions requiring the reporting of accidents similar to those in the Construction Safety Act have been introduced.

Another new provision forbids any person to operate a power-driven crane or similar machine over the heads of persons working in or near a trench.

Additional precautions must now be taken to guard against electrical hazards when trenching operations are being carried on near power lines. No person may bring the boom of a crane or any other object within eight feet of an electric power line of more than 750 volts unless he has made sure that the power has been disconnected and the conductors are insulated. (This does not apply, however, to a crane equipped with an automatic device that warns the operator when the boom is within eight feet of a power line, or that is insulated so as to prevent any electrical hazard to the operator or persons in the vicinity).

No person may operate a power-driven crane or similar machine closer than the length of the boom of the machine to a power line of more than 750 volts unless a signalman is stationed nearby to warn him of danger from the power line.

Another amendment makes it mandatory for all persons working in or near a trench to wear protective hats. Formerly, only those working in trenches more than six feet deep were required to wear hard hats.

The prohibition against working alone in trenches has been strengthened. The Act now stipulates that no person may work alone in a trench unless another person is on duty outside the trench in close proximity to the trench excavator.

Penalties for infractions have been increased to bring them into conformity with those provided in the Construction Safety Act.

### **Elevators and Lifts Act**

Amendments to the Ontario Elevators and Lifts Act gave the Department of Labour complete responsibility for inspecting all elevators and lifts in the province. These amendments, which will go into force on January 1, 1966, mark a most decided departure in the method of inspection, which was formerly carried on partly by departmental inspectors and partly by insurance company inspectors. The Minister said this change would enable the Department to introduce certain economies and efficiencies. In line with the new policy, seven inspectors would be added to the elevators branch.

## Employment Safety Act

As the name would indicate, the Manitoba Employment Safety Act is a general safety law with very broad coverage. It applies to all industries in the province, except agriculture, domestic service and mining. It went into force on September 15 and replaced the Construction Safety Act and the safety provisions of the Employment Standards Act.

In line with recent practices, the Act sets out the obligations of employers in general terms. The employer must take all reasonable and necessary precautions to ensure the safety of his employees. He must see that dangerous areas are fenced off and that warning signs are posted. It is also his duty to see that all equipment is provided with proper guards and safety devices. In his day-to-day operations, the employer is required to adopt and practise procedures and techniques designed to prevent or reduce accidents.

The employee is also obliged to assume some responsibility for employment safety. Every employee must take all reasonable and necessary precautions to ensure his own safety and that of his fellow workmen, and he must wear or use the prescribed protective clothing or devices.

An important new feature is the change in administration. The responsibility for the administration and enforcement of the new legislation is vested in the Workmen's Compensation Board rather than the Department of Labour, with the costs to be paid out of the Accident Fund. In explanation of this transfer of authority, the Minister of Labour said in part:

It would seem reasonable that the agency which levies and pays for compensable accidents should control the accident prevention program. The Board will thus be acting as a guardian of the employers' fund as well as a protector of the employees' rights in this area. We feel therefore that it is reasonable that the Board should, in their total operation, be charged with the reduction of accidents which will in turn ultimately effect a reduction in compensation levies and human suffering.

To carry out its new responsibilities, the Board is authorized to appoint inspectors and may order any piece of equipment to be removed for testing.

Inspectors are authorized to issue written orders to employers requiring them to take remedial action within a specified time or to stop hazardous operations. Written directives may also be sent to employees ordering them to do whatever is necessary to control a danger. To ensure delivery of such directives, par-

ticularly on construction sites, the Act sets out in detail the procedures for communicating orders of inspectors to the persons concerned.

An inspector's order may be appealed to the Board, which is required to hold a hearing before denying an appeal in whole or in part.

The importance of research into employment safety and the need to educate and encourage both employers and employees to adopt and adhere to safe working practices have been taken into account in the new Act. The Board is authorized to engage in research in matters relating to occupational safety. It is also empowered to develop and carry out programs to promote safety in employment, either on its own initiative or in cooperation with employers, employees, unions or employers' organizations.

The need for consultation with labour and management in drawing up safety standards is also recognized. The Act provides for the establishment of joint advisory committees to assist the Workmen's Compensation Board in establishing reasonable standards of safety in workplaces and to recommend rules and regulations respecting safe employment practices.

To give the legislation the necessary flexibility to meet changing conditions and technological improvements, specific safety and health requirements are not set out in the Act, but they are to be prescribed by regulation. The Lieutenant-Governor in Council is authorized to make regulations on a broad variety of subjects, including: the adoption and implementation of appropriate safety codes; measures to guard against electrical hazards and industrial diseases and to protect men working in excavations or in compressed air; protective clothing and equipment and machinery guards.

Regulations requiring the approval of equipment and providing for the licensing of employees using certain types of equipment are also authorized.

The reporting of accidents and of statistical data relating to employment safety are also among the matters that may be dealt with by regulation.

Penalties for infractions have been increased. An offender is now liable to a maximum fine of \$500 or up to six months' imprisonment or both, and may be charged with a separate offence for each day the violation continues.

## Mines Act

A new section dealing with the establishment of mine rescue stations and the training of mine rescue crews has been added to the Manitoba Mines Act.

The Minister of Mines has been authorized to issue a written order requiring the owner, manager or agent of a mine to establish a mine rescue station and to see that it is equipped, staffed and maintained.

If such an order is issued, the mine owner will be responsible for all costs connected with the establishment and maintenance of the mine rescue station. He will also be required to provide training courses in mine rescue work and to see that the designated employees attend them.

On receipt of the Minister's order, the owner, manager or agent, as the case may be, must appoint a mine official or an employee of the mine owner to take charge of the mine's rescue station and to see that all equipment is maintained in good condition. He must also see that the required number of supervisors and workmen are trained in the use and maintenance of mine rescue equipment.

The manager, in turn, will be responsible for supervising all rescue or recovery operations conducted at a mine.

## NOVA SCOTIA

The Nova Scotia Industrial Safety Act is designed to ensure the safety and health of employees in modern industrial situations. It replaces the Factories Act, which was last revised in 1947.

The new Act applies to establishments where manufacturing is carried on or where any form of energy, including nuclear energy, is used to move or work any machinery used in manufacturing. Construction sites and other workplaces may be brought under the Act by order in council.

Premises where homework is carried on are expressly excluded, as well as mines, farms, horticultural enterprises and places where poultry or livestock are raised. Other places may be exempted by regulation.

The Act makes it quite clear that the overall responsibility for occupational safety rests with the employer. It states that every employer must keep his industrial establishment in such manner that the safety and health of persons in the establishment are not likely to be endangered. It is also his duty to take such precautions as are reasonable to ensure the safety and health of persons in his establishment. This includes seeing that the provisions of other relevant safety legislation administered by the Department of Labour are observed.

Besides prohibiting the use of unsafe equipment, the new Act forbids any person knowingly to sell or lease any unsafe machine or device for use in an industrial establishment without first disclosing its condition to the person concerned.

To ensure that all industrial establishments are structurally sound, departmental approval of plans is again required, except that the Chief Inspector is now authorized to grant preliminary or conditional approval. Work on a new building or alterations to an existing structure must not begin, however, unless the plans have received final or conditional approval. Before operations start, the owner must see that the building has been inspected by a departmental inspector and found to be safe.

The powers of inspectors have been clarified. The new Act gives an inspector express authority to issue oral and written directives, with provision for an appeal to the chief inspector. He is also empowered to order remedial measures to be taken, or to stop hazardous operations. (In practice, inspectors took such action under the previous Act, but the authority was not spelled out.)

A new feature is that inspectors are now empowered to investigate on behalf of former employees. The Industrial Safety Act expressly states that an inspector may examine persons who were employed in an establishment within the preceding two months.

The new Act does not fix a minimum age for employment in factories, but it forbids an employer to employ a young person in the 14 to 16 age-group without first obtaining his birth certificate. Other matters relating to the employment of young persons may be dealt with by regulation.

The importance of research into industrial accidents and the need to promote occupational safety have been taken into account in the new Act. The Minister is authorized to undertake safety research projects, where appropriate, in co-operation with the federal Government, another province or with any person or organization undertaking similar research. He is also empowered to undertake programs designed to promote occupational safety and health and to prevent industrial accidents.

In recognition of the continually changing nature of manufacturing, the Act does not set minimum standards for workplaces but authorizes the Governor in Council to make such regulations as are necessary to ensure the safety, health and welfare of persons in or about industrial establishments.

Health or welfare matters that may be dealt with by regulation include: sanitation, washroom and toilet facilities, lunchrooms, seats, ventilation, illumination, first-aid supplies, and personal protective equipment.

Regulations respecting tools and equipment, machinery guards, fire protection, explosives and electrical hazards are also authorized.

Penalties for violations of the Industrial Safety Act are higher than those under the Factories Act. For a first offence, a person

convicted of a violation of the Act or regulations is liable to a fine of up to \$100, or to imprisonment for up to 30 days if he defaults. Higher penalties are provided for subsequent offences.

### QUEBEC

The new Mining Act enacted in Quebec amended the minimum age requirements for certain types of work, modified the ban on the employment of women, and gave certified unions a role to play in the enforcement of safety rules.

After January 1, 1966, when the new Act goes into force, the minimum age for employment in or about mines will be 16 years. At present, boys under 15 years are forbidden to work underground and boys in the 15 to 17 age-group may not work longer than 48 hours a week.

A higher minimum age is fixed for certain occupations. A minimum age of 18 is now set for persons employed underground, at the working face of any open pit or in the operation of a material hoist. No person under 20 years may be allowed to operate a hoist used for hoisting or lowering persons, nor may he be employed in blasting operations except as a helper.

Instead of the absolute ban on the employment of women in or about mines, the new Act provides that no woman or girl may work underground except as an engineer or geologist.

For the first time, the Act recognizes that unions have a role to play in the enforcement of safety standards. If a member of a certified union is killed or injured in a mining accident, the operator must not only notify the Minister of Natural Resources but must also send a copy of the notice to the union concerned.

Also, if a group of mine employees are represented by a certified union, the inspector may now require the union to designate a member to accompany him on his inspection of the mine.

The provisions respecting mine rescue stations formerly contained in the regulations have been incorporated in the Act, with some changes. Subject to the approval of the Lieutenant Governor in Council, the Minister is authorized to establish and maintain mine rescue stations and to apportion the costs among the operators concerned.

The chief inspector of mines will determine the number of persons in each mine to be trained in the use and maintenance of rescue apparatus. The mine operator will choose the members of each rescue crew and must ensure that they follow the course. The operator of the mine where rescue operations are being conducted will be responsible for the supervision and direction of the rescue crews.

Other safety and health requirements may be prescribed by regulation.

A new provision makes such regulations binding on every contractor or subcontractor who contracts to do work in or about a mine. If there are any infractions in connection with the work entrusted to the contractor or subcontractor, he will be held responsible as if he were the operator and will be liable to the penalties provided.

### SASKATCHEWAN

Amendments to the Saskatchewan Passenger and Freight Elevator Act deleted all references to elevator operators' licences, effective from January 1, 1966. The result is that, after that date, it will not be necessary to have a licensed person in charge of an elevator that is not fully automatic.

## Changes in Provincial Workmen's Compensation Laws in 1965

*Six provinces amend Workmen's Compensation Acts, three increase the maximum yearly earnings on which compensation may be paid Ont. and Sask. raise minimum payments for total disability*

The Workmen's Compensation Acts of Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario and Saskatchewan and the federal Merchant Seamen Compensation Act were amended in 1965.

The most extensive changes were in Alberta, where recommendations of a special legislative committee appointed to review the Act in 1964 were implemented. In British Columbia, the Government was authorized to amend the benefit provisions of the Act by order in Council if the report of the Royal Commission appointed in January, 1964, was handed down before the beginning of the next legislative session.

Three provinces increased the maximum yearly earnings on which compensation may be paid. Ontario and Saskatchewan set higher minimum payments for total disability.

In recognition of the fact that awards made in accordance with earlier scales of compensation are now inadequate, the Ontario Legislature directed that all permanent disability awards for accidents which occurred before January 1, 1950 (when the compensation rate was raised to 75 per cent) were to be recalculated on the basis of 75 per cent of earnings. In Nova Scotia, as in a number of other provinces, compensation payable to a workman, by reason of the recurrence of a disability after a specified period of time, may now be based on his current earnings, if higher than his earnings at the time of the original accident.

In Alberta and Nova Scotia, death benefits were increased, and age limits for the payment of children's allowances were extended. In Nova Scotia, compensation is now to be paid to all dependent children to the age of 18. In Alberta, the Workmen's Compensation Board may, at its discretion, pay compensation to a child until he reaches the age of 21, if he is making satisfactory progress at school.

The Nova Scotia Board was empowered to award compensation for any disease "peculiar to or characteristic of a particular industrial process, trade or occupation." Additions were made to the schedule of industrial diseases in three provinces. Manitoba and Nova Scotia relaxed the conditions for payment of compensation for silicosis.

Coverage was extended in three provinces. Ontario provided for compulsory coverage of farm workers—the first province to do so.

The Manitoba Board was authorized to carry out duties and functions under any other Act of the Legislature. By virtue of this authority, the Board has been vested with responsibility for the enforcement of the Employment Safety Act.

The Merchant Seamen Compensation Act was amended to reduce the waiting period, and to raise the ceiling on annual earnings and the minimum payment for total disability. Provision was also made for payment of children's allowances to the age of 21, if a child is attending school. Compensation awards to dependent widows and children in respect of past accidents were brought up to the current level, from April 1964, the costs to be paid from the Consolidated Revenue Fund.

#### Disability Benefits

The ceiling on annual earnings was increased in three provinces: in New Brunswick from \$4,000 to \$5,000, effective from January 1, 1966; in Alberta from \$5,000 to \$5,600; and in Manitoba from \$5,000 to

\$6,000. Manitoba is the third province, after Ontario and Saskatchewan, to establish a ceiling of \$6,000.

Two provinces raised the minimum payment for total disability. In Saskatchewan, the minimum payment for permanent total disability was increased from \$30 to \$32.50 a week, and for temporary total disability from \$30 a week or earnings, if less, to \$32.50 a week or earnings, if less.

In Ontario, the minimum compensation for permanent total disability, formerly \$130 a month or earnings, if less, was raised to \$150 a month or earnings, if less. It was further provided, however, that no totally disabled pensioner may receive less than \$100 a month. No change was made in the minimum for temporary total disability, which remains \$30 a week or earnings, if less.

In both provinces the increases were made applicable to all total disability pension payments accruing from July 1, 1965, regardless of when the accident occurred.

An important amendment in Ontario was one providing for the upgrading of all permanent disability pensions awarded to workmen for accidents that happened before January 1, 1950, when benefits were based on either 55 or 66½ per cent of average earnings. As of July 1, 1965, all such pensions are to be paid on the basis of 75 per cent of the workman's average earnings at the time of the accident.

A Nova Scotia amendment enables compensation, payable upon the recurrence of a disability more than five years after the original accident, to be based on the workman's average weekly earnings before the original accident, or on his average weekly earnings during the 12 months immediately preceding the recurrence, whichever is greater.

#### Death Benefits

There were a number of changes in death benefits. In Alberta, the monthly pension to a widow or invalid widower was increased from \$75 to \$85. In line with this change, the lump sum payment to a widow on remarriage (one year's payments) was raised from \$900 to \$1,020. The allowance to a dependent child under 16 was raised from \$40 to \$45 a month, and the maximum additional allowance payable to an orphan child, at the discretion of the Board, was increased from \$25 to \$35 a month.

Such payments may now be made to the age of 21, instead of 18. Similarly, if a child who is attending school is making satisfactory progress, payments may now be made, at the Board's discretion, to the age of 21 or to the end of the school year in which he reaches the age of 21 (previously

18). All the above increases were made applicable to past accidents as well as to those occurring after the amendments went into force. The increased payments to dependent widows, invalid widowers, and children were effective from April 1, 1965.

In Nova Scotia, the maximum allowance for burial expenses was increased from \$250 to \$300, and the lump sum payment to a widow raised from \$150 to \$250. The monthly payment to a widow was raised from \$75 to \$90. Children's allowances were increased from \$25 to \$30 a month, and compensation is now to be paid to all children to the age of 18. Previously, compensation was payable to the age of 16, but payments could be continued, at the Board's discretion, to the age of 18 to assist a child to further his education. The maximum allowances payable to dependants other than widow and children were raised from \$45 to \$60 a month for each dependant, and to \$75, instead of the previous \$60 a month, for all such dependants. Increases in death benefits in Nova Scotia went into force on July 1 and are payable in respect of past accidents, as well as those occurring after the effective date of the amendments.

Another Nova Scotia amendment increased from \$20 to \$35 a month the allowance payable for a 25-month period to a widow on remarriage.

The Saskatchewan Act was amended to make a common-law wife without children eligible for compensation if she had lived with the workman for the five years preceding his death (formerly seven years). The Act provides, as before, that a common-law wife with one or more children is entitled to compensation if she had lived with the workman for the three years preceding his death.

### **Medical Aid**

The Alberta Board was empowered to replace and repair clothing destroyed or damaged as a result of an accident for which the workman is entitled to compensation. Three other provinces—Manitoba, Newfoundland and Saskatchewan—provide for a clothing allowance.

In Nova Scotia, the time limit for submission of accounts for medical aid was extended from six to 12 months. In Alberta, a physician who attends an injured workman is required to submit progress reports on the first and 15th day of each month, during the time he continues in attendance on the workman. Under the previous wording of the Act, such reports were required "during such time as the injured workman is unable to work as a result of the injuries."

### **Time Limits for Filing Claims**

The sections of the Alberta Act laying down requirements for the making of a claim for compensation were re-enacted. As before, a claim must be made by the workman within one year of the date of the accident. The Board is empowered, however, to pay claims filed within three years if the workman gave notice of the accident to his employer as soon as practicable after its occurrence, and the claim is a just one and ought to be allowed. The requirement that the accident must have been noted in the employer's records has been dropped.

Where death results from an accident and the workman had not made a claim to the Board, no compensation may be paid unless the death occurs within one year of the date of the accident, and a dependant makes a claim within one year of the workman's death.

Alternatively, if death occurs within three years following the accident, the Board may pay compensation under the following conditions:

- that the workman reported the accident to his employer as soon as practicable after its occurrence;

- that the claim is a just one and ought to be allowed;

- that the dependant makes a claim within one year of the workman's death.

Where a workman dies after making a claim, there is no limitation on the time within which a dependant may apply for compensation.

The above time limits do not apply to claims for compensation for silicosis.

### **Rehabilitation**

In New Brunswick, the annual limit of \$50,000 on rehabilitation expenditures was removed, enabling the Board to spend such sums as it considers necessary to help injured workmen return to gainful employment.

### **Industrial Diseases**

The definition of "industrial disease" in the Nova Scotia Act was broadened to include not only a disease listed in the schedule of industrial diseases but any other disease peculiar to or characteristic of a particular industrial process, trade or occupation; and the Board was given authority to decide whether a disease other than a disease mentioned in the Schedule is an industrial disease under the Act. Carbon monoxide poisoning was added to the Schedule.

Infectious hepatitis and two throat or skin infections—beta hæmolytic streptococcal infections and staphylococcus aureus infections—were added to the Schedule of compensable diseases in the Saskatchewan Act.

The Schedule in the Alberta Act was amended to include in the term "pneumoconiosis" various forms of lung disease caused by inhalation of dust. The description of the disease now appearing in the Schedule is as follows: "Pneumoconiosis including, inter alia, silicosis, silico-tuberculosis, anthraco-silicosis, asbestosis, and all chronic changes in the lung induced by the prolonged inhalation of dust of a non-living character." Tunnelling was added to the description of processes in which pneumoconiosis is presumed to be caused by the nature of the employment.

Two provinces relaxed the conditions for payment of compensation for silicosis. A Manitoba amendment permits the Board to pay compensation for silicosis where it is not evidenced by X-ray appearances but is evidenced by results of other scientific tests or examinations. (The requirement that a diagnosis of silicosis had to be established by X-ray was removed from the British Columbia Act in 1959). The Nova Scotia Board was given discretion to re-open or receive a claim for compensation for silicosis or coal miners' pneumoconiosis at any time, notwithstanding the five-year time limit prescribed by the Act.

### Reciprocal Agreements

The provisions of the Saskatchewan Act permitting the Board to make reciprocal agreements with the Boards of the two adjoining provinces, providing for the payment of compensation in respect of industrial diseases or injuries where work was performed partly in Saskatchewan and partly in Alberta or Manitoba, were amended to authorize the Board to enter into an agreement with any other province. Such agreements no longer need to be approved by the Lieutenant-Governor in Council.

The comparable provision of the Alberta Act was also amended to empower the Board to make a reciprocal agreement with the Board of a territory. The purpose of such agreements is to ensure that workmen or their dependants receive compensation in accordance with one Act or the other and to avoid a duplication of assessments.

### Coverage

Coverage was extended in three provinces. In Alberta, a workman is now protected while at classes which he is required to attend as a condition of his employment. Contract nursing homes under the Nursing Homes Act

were also brought under the Alberta Act. In Manitoba, persons ordered to help with fires under the Fires Prevention Act or who give assistance in fighting fires under the direction of a fire guardian, or the chief or head of a municipal fire department, etc., were brought under the compulsory coverage of the Act. For purposes of compensation, the average earnings of such firefighters are to be deemed to be the same as their average earnings in their regular employment, with a minimum of \$25 a week and a maximum of \$6,000 a year.

Another Manitoba amendment enables a member of the employer's family, who is employed by him but does not live with him as a member of his household, to be covered in the same way as other employees. Members of an employer's family who work for and live with the employer may apply for voluntary coverage.

In Ontario, provision was made for compulsory coverage of farm workers. The provision stating that the Act did not apply to the industry of farming was deleted. New regulations will be issued extending the benefits of the Act to farm workers.

In another amendment, "independent operators"—persons who do not employ workmen but who carry on a trade, business or profession within the scope of the Act—are permitted voluntary coverage. This provision is similar to one in the British Columbia Act.

### Administrative Provisions

A new subsection added to the Manitoba Act authorizes the Board to "perform such duties and functions, and exercise such rights and powers, as may be imposed on, or given to, it under any other Act of the Legislature." This amendment has reference to the fact that the Board has been vested with the responsibility for the administration and enforcement of the province's new general safety law, the Employment Safety Act, which went into force on September 15, 1965. This represents a new approach in accident prevention work in the province. Hitherto, the Manitoba Department of Labour had exclusive authority in the accident prevention field, and the Workmen's Compensation Board was concerned only with the payment of compensation for work injuries. Manitoba is the fourth western province to give the Workmen's Compensation Board enforcement powers in the field of industrial safety.

Costs incurred under the Employment Safety Act are to be paid from the Accident Fund, and the Board is authorized to make a special assessment on any class or sub-class of employers or on any employer by reason of any cost or expenditure incurred in respect of that class or sub-class or of that employer.

As a means of promoting safer working practices in industry, the Manitoba Board was authorized to establish a system of merit and demerit ratings. Under such a system, an employer is eligible for a reduced assessment or a refund on his assessment if his accident record is better than average; where an employer's accident experience is worse than average, the Board may increase his assessment or require him to pay a special additional assessment.

Under section 15 (5) of the Alberta Act, the Board has power to order an employer to shut down all or part of his industrial operations where conditions of immediate danger exist, or where prescribed safety appliances have not been adopted. A new provision was inserted in the Act providing for the issue of an injunction as a means of enforcing the Board's order. Where an employer fails to observe a stop-work order, the Board may, after giving three days' notice, apply to the Supreme Court for an injunction prohibiting the employer from carrying on operations.

A further amendment in Alberta permits the Board to impose a penalty of \$10 a day, but not exceeding a total of \$50, on an employer who fails to send in accident reports or to furnish particulars of an accident or claim. The Act previously made this an offence punishable by the courts, on summary conviction.

The minimum penalty for violations of the Alberta Act, regulations or Board orders was increased from \$5 to \$25.

The Alberta provision, authorizing the payment of compensation to a workman ordinarily engaged in an industry under the Act for injury suffered while working at the direction of his employer in work outside the scope of the Act, was revised. The Act now states that the work so done by the employee (which might be in the industry of farming or ranching) is to be deemed to be in the industry of the employer to which the Act applies, and the employer is required to pay an additional assessment in respect of the other work equal to the full cost of the claim, up to a maximum of \$50.

It is further provided that any person who has control and direction of a workman, and who directs him to do other work as mentioned above, is to be considered as having

given him the direction on behalf of the employer. Under the former provision, the employer was required to pay an assessment on the industry not covered by the Act in the same amount as if he had made voluntary application for its coverage for the balance of the current year.

The Annual Report of the New Brunswick Workmen's Compensation Board is now to be made to the Minister of Finance and Industry, instead of the Provincial Secretary-Treasurer.

### **Merchant Seamen Compensation Act**

The federal Merchant Seamen Compensation Act, which applies to seamen not covered by provincial workmen's compensation legislation, was amended to bring benefits into line with those provided under the workmen's compensation laws of the Atlantic provinces, where most of the claims are filed. The waiting period was reduced from four days to three, and the ceiling on annual earnings was raised from \$4,500 to \$5,000. The minimum payment to an injured seaman for temporary total or permanent total disability was increased from \$15 to \$25 a week, or earnings, if less.

Some of the benefits payable in fatal cases were also increased. The maximum allowance for funeral expenses was increased from \$200 to \$300. A further change is that compensation may now be paid, with the approval of the Merchant Seamen Compensation Board, to a dependent child to the age of 21, if he is attending school. This amendment was also made applicable to dependent children in respect of past accidents. For children who are not attending school, the age limit for payment of compensation continues to be 18.

Compensation awards made to widows and dependent children in respect of earlier accidents were upgraded, with retroactive effect to April, 1964. A widow or dependent child of a deceased seaman whose monthly allowance is below that now provided will receive an additional allowance sufficient to bring the award up to the current level (\$75 a month for a widow, \$25 for a dependent child and \$35 for an orphan child). The cost of the additional payments in respect of past accidents is to be paid from the Consolidated Revenue Fund. The other amendments to the Act went into force on May 1, 1965.

# 97th Annual Conference of Trades Union Congress

*Congress membership votes by a majority of 2,735,000 to accept the General Council's wage restraint motion, whereby proposed increases will be examined for effect on the national interest*

The British Trades Union Congress, at its 97th annual conference in September, adopted a report on a new wage review plan submitted by the General Council.

The motion was approved by 5,251,000 votes to 3,312,000, a majority of 1,939,000. Another motion to refer back the Council's report was defeated by 5,738,000 votes to 3,003,000, a majority of 2,735,000.

The plan requires unions to submit new wage demands to a union committee to determine whether such proposed increases conform with the national interests. It also requires them to refrain from proceeding with claims while they are being considered by the TUC.

Opponents of the new pay plan claimed it was a moral defeat for George Woodcock, TUC general secretary, and the General Council. Mr. Woodcock had told the delegates that the TUC must have something positive to show by December if they were to persuade the Government not to enforce legislation that could hold up claims until the National Board for Prices and Incomes (L.G., June, p. 502), set up last May, had considered them.

Mr. Woodcock introduced the Council's recommendation with a speech devoted mostly to the dangers of bringing law into industrial relations, and the need to support Government planning.

"It is a dangerous thing to start bringing in the law to industrial relations in this country," he said. "This has got to have very considerable justification indeed. But the Government are determined to do it. They made no bones about it. My own view is that these things the Government seek to do can be done better by voluntary methods than by legislation."

Neither Mr. Woodcock nor the council seemed to have any idea yet how the TUC will set about examining unions' claims before they are submitted to employers. Union leaders said they did not see how the scheme could have any practical value.

Economics Minister George Brown earlier had warned the union council that the Labour Government intends to bring in legislation in December for a compulsory "early warning" system to give the National Prices and Incomes Board the chance of considering the merits of various wage increases.

Another motion rejecting the Government's present productivity, prices and incomes policy, and supporting the efforts of affiliated unions to improve the living standards of their members and secure increased rewards for skill, experience and technical expertise, was defeated by 6,131,000 votes to 2,212,000, a majority of 3,919,000.

A composite motion was approved by a no-card vote, recognizing the desirability of a prices and incomes policy, but deploring the constant increase in prices that undermine real incomes and force demands for increased pay. If the Government prices and incomes policy is to work fairly, it added, special measures should be considered by the Government to identify the causes of increased prices, rents, and charges for services, so that Government action may be taken against those responsible for any unjustifiable exploitation of the consumer. The motion expressed grave concern over the economic position of the lower-paid worker, and in particular called the Government's attention to the exceptionally low rates of pay of certain staff employed by the National Health Service.

## Labour Minister Gunter

Labour Minister Ray Gunter, addressing the Congress as a fraternal delegate, said that at the end of last year and this summer the world had been wondering if the British people could play the role they ought to play—because of the recurring crises in the economy. The Labour Party was trying to come to terms with these difficult problems, and it had had to take unpopular measures with the smallest of majorities.

"We have to come to terms about how to live within our means, and to contain all forms of income so that they do not outstrip and outpace what we earn by our productive effort, or face disaster," he said.

There were many arguments about how to come to terms with living within our means, he continued. "There are some who say you can only come to terms with it in a free society by voluntary means, that you must take the elements of that free society with you, step by step. While I accept that, time again is not on our side.

"If, perchance, these inner disciplines and voluntary contributions cannot be forthcoming within the short term, then the nation itself must look to other means to prevent the ultimate disaster.

"Let there be no doubt in the mind of anybody, there could be the possibility of this country having something that happened in 1931, and God forbid that ever again this nation should witness the rising unemployment figures that happened then."

Mr. Gunter said that the economic strength of the nation and maintenance of full employment depended on willingness to face the realities of the present situation, and to come to terms with the problem. "No elected Government ought to dare to allow the nation to drift from crisis to crisis, each one getting worse. Those who presume to lead, whether in politics or industry, have the duty to tell the people the truth, to lead them to face the facts of the situation. I do not believe this is the time for easy words. I have sufficient faith in our people to believe that, given the leadership, whether at Westminster or on the workshop floor, they will respond."

#### Lord Collison

Lord Collison, in his presidential address, said that the trade union movement would continue to give its mind to the large issues of economics and to the machinery for bringing all prices and all incomes into fairer balance. In his own discussion with people, some had doubted the feasibility of the productivity, prices and incomes policy, but no one had doubted its desirability.

Lord Collison said the issues are far too complicated to expect a miracle to happen overnight. "But what we can expect is a movement toward the balancing of the growth of the national income against the growth of the national product—and this can be a cumulative process which can develop with accelerating speed," he said.

"The very fact that people are now thinking of it as a desirable objective gives every encouragement for believing that this will be the pattern for the future.

"Obviously there are problems to be solved just as there are disciplines to be accepted. The policy has to become genuinely national, relating to all incomes; to dividends and profits, and not only to wages and salaries. In other words it must not be a . . . wage freeze, but an attempt to make legitimate increases in personal incomes really mean something by ensuring that the greater proportion of cash increases are now swallowed up by an ever-increasing cost of living.

"Again, there has to be elbow room within the global national increase to make long-overdue adjustments in the wages of the

grossly underpaid. These are indeed problems of a large order, and there are others. But I think that we are right to face them and to seek answers to them," he said.

On the subject of the Labour Government, Lord Collison said that those who criticized Mr. Wilson and his colleagues should remember two things. First, that the country's economic plight and its backwardness in social matters were the direct result of mismanagement by the previous Government; and second, that wise government and resolute leadership sometimes demanded that unpopular things had to be said and done.

He believed the British people would respond to any challenge, provided the facts and the necessary correctives were clearly put to them. He also believed that the fruits of forceful and appropriate Government action would become increasingly evident as the months went by.

#### Equal Pay for Women

A motion calling for equal pay for women was carried. J. E. Newton, National Union of Tailors and Garment Workers, in moving the motion, said the Labour Party manifesto promised equal pay for equal work.

"Women," he said, "are still often used as a source of cheap labour. Yet without their work the economy would collapse. The attitude to women at work is still medieval. They are undoubtedly subsidizing industry. Most of them in employment have two jobs—married women in their employment and in their homes. Even some of the young unmarried women who have been lured to the larger cities often have to do an evening job to pay for the rent.

"The average earnings of men are £18 18s. a week—of women £9 4s. We may have abolished starvation, but we have not abolished sweat, and it is mainly women who are being sweated."

It was revealed that there were eight million women in employment. Between 1953 and 1963, the number of women in employment rose by 14 per cent compared with 7 per cent for men. Women are now a third of the working population.

L. W. Buck, National Union of Sheet Metal Workers and Coppersmiths, moving a motion on increased leisure that was carried, said this was of importance in discussions on prices, incomes, and productivity. They should retain in their sights the question of shorter hours and increased leisure. Leisure itself called for great education and wider cultural horizons.

The motion stated that reduced working hours and longer holidays should be an essential feature of a balanced socialist plan for industry.

Another speaker said that because of new techniques, the 40-hour week should ultimately be replaced by a 35-hour week.

A motion stating that, where shift working was unavoidable the aim should be reduction in the number of hours in the working shift, was also carried.

Other motions passed:

—called on the General Council to bring pressure on the Government for an amendment of the National Insurance Act, 1946, to enable unemployment benefits to be paid to people thrown out of work by a dispute to which they had not been a party, and to those who were refused re-engagement after the settlement of a dispute, for no other reason than that they had obeyed the instruction of their union;

—urged re-examination of the present accident prevention policy;

—sought establishment of Government-sponsored research organizations independent of private industry to identify dangerous substances, and advise on essential precautions and the introduction of regulations;

—urged the Government to establish a comprehensive occupational health service, including research facilities independent of employer's control, and to provide resources for it;

—called for reorganization of the National Health Service, asked Government to integrate the various sections of the Service so that the available resources of manpower and capital could be employed with maximum efficiency, and resisted the idea that a charge should be imposed on patients for consultation or treatment;

—requested that the General Council take steps to propagate a balanced view of the movement among school-leavers;

—declared that the present level of expenditure for the armed forces was incompatible with the aim to make increased resources available for social advance and economic development, welcomed the Government's defence review, and drew attention to the cost of maintaining bases abroad;

—asked the General Council to continue its search for acceptable solutions to the problems of local government finance;

—reaffirmed TUC support for a national fuel policy designed to secure maximum use of indigenous energy resources;

—warned that cancellation of a major defence project might lead to the cessation of valuable research and development work at a time when a technical break-through was imminent, and urged the Government to consult with the Ministry of Technology to ensure that promising projects were not stopped and research teams dispersed in such circumstances;

—expressed concern at the problems arising from "the lack of planning" of the country's transport system, and from the break-up of the machinery for transport co-ordination by successive Conservative Governments;

—reaffirmed the necessity of the establishment, by legislation if necessary, of an effective and competitive third release channel available to British independent film producers;

—urged the Government to adopt any peaceful measures to compel the Spanish Government "to cease their senseless actions, to resume normal relations with Gibraltar, and to negotiate a settlement that will recognize the universal desire of Gibraltarians to remain in association with Britain;"

—recorded TUC appreciation of Government policies designed to speed revitalization of Britain's economy;

—agreed to an amendment that deleted from a motion on Viet Nam, a demand for the withdrawal of all foreign forces from the country; recalled the decision of the 1954 Geneva conference for an independent, neutral, unified state of Viet Nam, free of foreign bases; and sought the re-opening of negotiations among all the countries concerned, with the aim of achieving a settlement on the Geneva Conference lines; and

—condemned the policy of apartheid pursued by the South African Government, and urged the British Government to support, through the United Nations, measures for effective sanctions.

The General Council elected J. O'Hagan chairman for the coming year. Mr. O'Hagan, who is general secretary of the Blast Furnacemen's Union, is well known for work in the fields of industrial health, safety, and education.

# Employment and Unemployment, October

Employment increased by 25,000 to 7,008,000 between September and October.

Unemployment, at 171,000, remained virtually unchanged. In previous years, employment has usually declined and unemployment has risen during this period. Seasonally adjusted, the October 1965 unemployment rate was 3.2 per cent.

The labour force, at 7,179,000, was higher than a year earlier by 204,000, or 2.9 per cent. For men the increase was 89,000, and for women 115,000.

Employment in October was 290,000 higher and unemployment 86,000 lower than a year earlier.

## Employment

Employment in agriculture was well maintained during the month, as late harvesting in Western Canada delayed the seasonal decline in farm labour requirements. In non-farm industries, employment rose by 18,000, which was about in line with the usual seasonal pattern.

During recent months, job opportunities for women have increased substantially, largely as a result of expansion in the service industries. In October, the number of employed women was higher by 130,000, or

6.7 per cent, than a year earlier; employed men increased by 160,000, or 3.4 per cent.

Total employment in October showed a rise of 290,000, or 4.3 per cent, from a year earlier. Non-farm employment was up 299,000, or 4.9 per cent. Employment was noticeably higher than a year ago in all regions, the Atlantic region leading with a gain of 7.1 per cent.

## Unemployment

Unemployment, at 171,000 in October, was virtually unchanged from September. In previous years, unemployment has usually increased during this period.

Compared with a year earlier, unemployment was down 86,000. The decline was distributed among all age groups. Of the 171,000 unemployed, some 129,000 had been unemployed for three months or less. The remaining 42,000, or 25 per cent of the total, had been seeking work for four months or more.

The unemployment rate in October represented 2.4 per cent of the labour force, compared with 3.7 per cent in October 1964 and 3.9 per cent in October 1963. Unemployment rates were lower than a year ago in all regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1965	October 1964	October 1965	October 1964	October 1965	October 1964	October 1965	October 1964
Metropolitan.....				4	12	8		
Major Industrial.....		1	5	12	21	13		
Major Agricultural.....			2	2	12	12		
Minor.....			6	16	46	40	6	1
Total.....		1	13	34	91	73	6	1

Note: Grande Prairie was not included in the survey prior to January, 1965.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

# CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)			Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Quebec-Levis St. John's Toronto Vancouver- New Westminster- Mission City Windsor Winnipeg	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)		Lac St. Jean MONCTON → OSHAWA Shawinigan Sherbrooke	Brantford Cornwall Corner Brook Ft. William- Pt. Arthur Granby-Farnham- Cowansville Guelph Joliette Kingston Kitchener London New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury SYDNEY- → SYDNEY MINES Continued in col. 4	Cont. from col. 3 Timmins Kirkland Lake- New Liskeard Trois Rivières Victoria
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000- 75,000; 40 per cent or more in agriculture)		RIVIERE-DU-LOUP Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		DRUMMONDVILLE GASPE Quebec North Shore RIMOUSKI STE. AGATHE- ST. JEROME ST. STEPHEN	Bathurst Beauharnois Belleville Trenton Bracebridge Brampton Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fredericton Galt GODERICH Grand Falls Grande Prairie → KAMLOOPS Kentville Lachute-St. Therese Lindsay Medicine Hat Montmagny Newcastle North Bay Continued in col. 4	Listowel Stratford Swift Current Walkerton Weyburn WOODSTOCK- → TILLSONBURG  Cont. from col. 3 Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George- Quesnel Prince Rupert Sault Ste. Marie St. Hyacinthe St. Jean St. Thomas Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth

→ The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 591 June issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> (a)..... (000)	Oct. 16	7,179	+ 0.3	+ 2.9
Employed..... (000)	Oct. 16	7,008	+ 0.4	+ 4.3
Agriculture..... (000)	Oct. 16	632	+ 1.1	- 1.4
Non-agriculture..... (000)	Oct. 16	6,376	+ 0.3	+ 4.9
Paid workers..... (000)	Oct. 16	5,879	+ 0.4	+ 5.6
At work 35 hours or more..... (000)	Oct. 16	3,919	-33.3	+ 9.3
At work less than 35 hours..... (000)	Oct. 16	2,856	+241.6	- 2.1
Employed but not at work..... (000)	Oct. 16	233	-14.0	+ 9.4
Unemployed..... (000)	Oct. 16	171	- 2.9	-33.5
Atlantic..... (000)	Oct. 16	23	0.0	-30.3
Quebec..... (000)	Oct. 16	75	+ 8.7	-23.5
Ontario..... (000)	Oct. 16	37	-21.3	-50.0
Prairie..... (000)	Oct. 16	13	-27.8	-45.8
Pacific..... (000)	Oct. 16	23	+21.1	-17.9
Without work and seeking work..... (000)	Oct. 16	161	- 3.6	-34.0
On temporary layoff up to 30 days..... (000)	Oct. 16	10	+11.1	-23.1
<i>Industrial employment</i> (1949=100).....	August	143.7	+ 1.1	+ 5.4
Manufacturing employment (1949=100).....	August	131.4	+ 1.4	+ 4.0
<i>Immigration</i> ..... 1st	6 months	62,898	—	+22.6
Destined to the labour force..... 1st	6 months	32,434	—	+24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	88	- 4.4	+46.7
No. of workers involved.....	October	16,707	-20.5	+57.7
Duration in man days.....	October	168,250	-22.1	+65.6
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	August	\$91.22	0.0	+ 4.6
Average hourly earnings (mfg.).....	August	\$ 2.10	+ 0.5	+ 4.0
Average hours worked per week (mfg.).....	August	41.1	+ 0.7	- 0.5
Average weekly wages (mfg.).....	August	\$86.10	+ 0.9	+ 3.3
Consumer price index (1949=100).....	October	139.3	+ 0.1	+ 2.7
Index numbers of weekly wages in 1949 dollars (1949=100) ..	August	148.3	+ 1.1	+ 0.7
Total labour income..... \$000,000	August	2,227	+ 1.3	+10.4
<i>Industrial Production</i>				
Total (average 1949=100).....	Sept.	236.8	+ 6.3	+ 7.6
Manufacturing.....	Sept.	210.7	+ 7.0	+ 6.5
Durables.....	Sept.	212.8	+10.9	+ 6.8
Non-durables.....	Sept.	209.0	+ 3.7	+ 6.2
<i>New Residential Construction</i> (b)				
Starts.....	October	11,640	-15.6	+ 3.0
Completions.....	October	11,587	- 8.6	+ 2.0
Under construction.....	October	91,762	+20.2	- 0.3

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# COLLECTIVE BARGAINING REVIEW

## Bargaining Calendar for 1966

Collective agreements covering 500 or more employees, listed by month in which they terminate.  
Excludes agreements in the construction industry.

### JANUARY

Company and Location	Union
Standard Tube & T.I., Woodstock, Ont.....	Auto Wkrs. (AFL-CIO/CLC)

### FEBRUARY

Bell Telephone Co. of Canada, Que. & Ont.....	Traffic Empl. Assn. (Ind.)
Consumers Glass, Toronto, Ont.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC) (Office empl.)
Domil Limited, Sherbrooke, Que.....	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.....	CNTU-chartered local
Dominion Textile, Drummondville, Magog, Montmorency & Sherbrooke, Que.....	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.....	Hatters (AFL-CIO/CLC)
Moirs Limited & Moirs Sales, Halifax, N.S.....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.....	Northern Electric Empl. Assn. (Ind.) (plant empl.)
Polymer Corp., Sarnia, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Port Weller Dry Docks, Port Weller, Ont.....	Boilermakers (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.....	CNTU-chartered local
Toronto Western Hospital, Toronto, Ont.....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.....	B.C. Peace Officers (CLC)
Wabasso Cotton, Welland, Ont.....	United Textile Wkrs. (AFL-CIO/CLC)

### MARCH

Assn. des Détaillants en Alimentation, Section de Montreal, Que.....	Commerce & Office Empl. (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.....	Leather & Shoe Wkrs. Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que.....	Commerce & Office Empl. (CNTU)
Bathurst Power & Paper (Chaleurs Div.), Gaspe Peninsula, Que.....	Bush Wkrs., Farmers' Union (Ind.)
British Columbia Telephone Company.....	Federation of Telephone Wkrs. of British Columbia (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Canada Packers, Charlottetown, P.E.I., Montreal & Hull, Que., Toronto, Ont., Winnipeg, Man., Edmonton, Alta., Vancouver, B.C. & Wilsil, Montreal, Que. & Calgary Packers, Calgary, Alta.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
CBC, company-wide.....	Radio & Television Empl. (ARTEC) (Ind.)
Domtar Newsprint, Dolbeau, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Employeurs Forestiers de la Gatineau, Inc., Que.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Employeurs Forestiers de la Mauricie, Inc., Que.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hopital Mont-Providence, Rivieres des Prairies, Que.....	Public Empl. (CLC)
Hydro-Electric Power Commission of Ontario.....	Public Empl. (CLC)
Intercontinental Packers, Regina & Saskatoon, Sask. & Red Deer Packers, Red Deer, Alta.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System.....	IBEW (AFL-CIO/CLC) (traffic empl.)
Noranda Copper & Brass, Montreal, Que.....	Empl. Assn. (Ind.)
Philips Electronics, Leaside, Ont.....	IBEW (AFL-CIO/CLC)
Saskatchewan Government.....	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Steinberg's Limited, (Ontario Div.).....	Butcher Workmen (AFL-CIO/CLC)
Swift Cdn., Moncton, N.B., Toronto, Ont., St. Boniface, Man., Edmonton, Alta., Richmond, B.C. & Union Packing, Calgary, Alta.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.....	Civic Empl. Union (Ind.)
Toronto City, Ont.....	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.....	Civic Empl. (Ind.) (outside empl.)
Toronto Metro., Ont.....	Public Empl. (CLC) (inside empl.)
Toronto Transit Commission, Toronto, Ont.....	Transit Union (AFL-CIO/CLC)

### APRIL

Alberta Government Telephones Commission.....	IBEW (AFL-CIO/CLC) (plant, traffic & general service)
Anglo-Cdn. Paper, Forestville, Que.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

Company and Location	Union
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper & Nfld. Contractors' Assn., Nfld.....	Carpenters (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, Loblaws & other stores, Calgary, Alta.....	Retail Clerks (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), East Angus, Que.....	Pulp and Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Gaspesia woods contractors, Chandler, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Hawker Siddeley Canada Ltd. (Orenda Engineering & Vending Divisions), Malton, Ont.....	Machinists (AFL-CIO/CLC) (salaried empl.)
Kellogg Co. of Canada, London, Ont.....	Millers (AFL-CIO/CLC)
Quebec City, Que.....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.....	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Natural Gas, Montreal, Que.....	Chemical Wkrs. (AFL-CIO/CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

## MAY

Aluminum Co. of Canada, Kingston, Ont.....	Steelworkers (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.....	IUE (AFL-CIO/CLC)
CPR, system-wide.....	Trainmen (AFL-CIO/CLC) (dining car staff)
Carling, Labatt, Molson, O'Keefe & other breweries, Winnipeg, Man.....	Brewery Wkrs. (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Dominion Ayers Limited, Lachute, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Stores, Hamilton, London & other centres, Ont.....	Retail Wholesale Empl. (AFL-CIO/CLC)
John Forsyth Co., Kitchener, Waterloo & Wellesley, Ont.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.....	Steelworkers (AFL-CIO/CLC)
RCA Victor, Montreal, Que.....	RCA Salaried Empl. Assn. (Ind.)
Saskatchewan Power Corp.....	Oil Wkrs. (AFL-CIO/CLC)

## JUNE

Aluminum Co. of Canada, Kemano & Kitimat, B.C.....	Steelworkers (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.....	Pulp & Paper Wkrs. of Canada (Ind.)
Cdn. Westinghouse, Three Rivers, Que.....	IBEW (AFL-CIO/CLC)
Consolidated Mining & Smelting, Kimberley, Riondel, Salmo & Trail, B.C.....	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Glass, Redcliff, Alta.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.....	Rubber Wkrs. (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.....	Public Empl. (CLC) (caretakers)
Federal Electric Corp., DEW Line installations, northern Canada.....	IBEW (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast.....	Woodworkers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Columbia Forest Products, Crown Zellerbach of Canada Ltd., Elk Falls Co. & MacMillan, Bloedel & Powell River Industries (Alberni).....	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach Canada Ltd., Elk Falls Co. & Rayonier Canada Ltd., B.C. coast.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S.....	IBEW (AFL-CIO/CLC) (craft & service empl.)
Montreal Hat & Cap Mfrs. Assn., Montreal, Que.....	Hatters (AFL-CIO/CLC)
Scott Lasalle Limited, Longueuil, Que.....	Scott Lasalle Empl. Assn. (Ind.)
Sherritt-Gordon Mines, Lynn Lake, Man.....	Steelworkers (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y.T.....	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.....	CLC-Chartered local

## JULY

Algoma Ore Properties, Wawa, Ont.....	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.....	Steelworkers (AFL-CIO/CLC)
B.C. Shipping Federation and B.C. Wharf Operators' Assn., various ports.....	Longshoremen & Warehousemen (CLC)
Canada Safeway, Dominion Stores, Lowlaws & other stores, Edmonton, Alta.....	Retail Clerks (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, St. Anne de Portneuf, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Glass, Wallaceburg, Ont.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild of Toronto, Inc. (Sportswear Div.), Toronto, Ont.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Dundas, Hamilton & Trenton, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC) (plant wks.)
Hollinger Consolidated Gold Mines, Timmins, Ont.....	Steelworkers (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.....	Steelworkers (AFL-CIO/CLC)
International Nickel, Sudbury, Ont.....	Steelworkers (AFL-CIO/CLC)
New Brunswick Telephone.....	IBEW (AFL-CIO/CLC) (traffic empl.)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.....	Butcher Workmen (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.....	Textile Wkrs. Union (AFL-CIO/CLC)
Sask. Wheat Pool (Country Elevator Div.), Sask.....	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Steel Co. of Canada (Canada Works), Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hilton Works), Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada, Montreal & Contrecoeur, Que.....	Steelworkers (AFL-CIO/CLC)
Toronto Dress & Sportswear Mfrs. Guild, Inc., Toronto, Ont.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)

## AUGUST

Company and Location	Union
Abitibi Power & Paper, northern Ontario.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Belt Mfrs. Assn., Montreal, Que.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
CIL, McMasterville, Que.....	CNTU (chartered local)
Dominion Coal, Glace Bay, N.S.....	Mine Wkrs. (Ind.)
Dominion Steel & Coal Corp., Montreal, Que.....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
Goodyear Tire & Rubber, St. Hyacinthe, Que.....	Textile Federation (CNTU)
Great Lakes Paper, Fort William, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
House of Seagram, Que., Ont., & B.C.....	Distillery Wkrs. (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.....	Millers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Okanagan Federated Shippers' Assn., Okanagan Valley, B.C.....	CLC-chartered local
Old Sydney Collieries, Sydney Mines, N.S.....	Mine Wkrs. (Ind.)
Spruce Falls Power & Paper, Kapuskasing, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

## SEPTEMBER

General Steel Wares, London, Toronto, Ont. & Montreal, Que.....	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone System.....	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone System.....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Maritime Tel. & Tel., province-wide, N.S.....	IBEW (AFL-CIO/CLC) (traffic empl.)
Outboard Marine Corp. of Canada, Peterborough, Ont.....	Steelworkers (AFL-CIO/CLC)
Royal Jubilee Hospital, Victoria, B.C.....	Royal Jubilee Hospital Empl. Assn. (Ind.)

## OCTOBER

Air Canada.....	Machinists (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.....	Boot & Shoe Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority.....	Transit Union (AFL-CIO/CLC)
Burrard Dry Dock, Vancouver, Victoria, Machinery Depot & Yarrow's Ltd., Victoria, B.C.....	Various unions
Canada Safeway, Dominion Stores, Loblaw's & Shop-Easy Stores, Winnipeg & Transcona, Man.....	Retail Clerks (AFL-CIO/CLC)
Dominion Bridge, Lachine & Longue Pointe, Que.....	Steelworkers (AFL-CIO/CLC)
Dominion Corset, Que. Que.....	Empl. Assn. (Ind.)
Fry-Cadbury Ltd., Montreal, Que.....	Bakery Wkrs. (CLC)
Victoria Hospital, London, Ont.....	Building Service Empl. (AFL-CIO/CLC)

## NOVEMBER

Cdn. Kodak, Mount Dennis, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.....	Printing Pressmen (AFL-CIO/CLC)
Kelly, Douglas Co. & Nabob Foods, Vancouver & other centres, B.C.....	Empl. Assn. (Ind.)
Linen Supply Employers' Committee, Toronto, Ont.....	Laundry Wkrs. (CLC)
Lunenburg Sea Products, Lunenburg, N.S.....	CLC-chartered local
Montreal City, Que.....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.....	Public Empl. (CLC) (outside empl.)
Montreal City, Que.....	Public Service Empl. Federation (CNTU) (inside empl.)
Smith & Stone, Georgetown, Ont.....	Mine Wkrs. (Ind.)

## DECEMBER

Calgary General Hospital, Calgary, Alta.....	Public Empl. (CLC) (non-professional)
Cdn. Canners, Vancouver & Penticton, B.C.....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Cdn. Vickers, Montreal, Que.....	Metal Trades' Federation (CNTU)
Cdn. General Electric, Barrie, Guelph, Peterborough, Rexdale & Toronto, Ont.....	UE (Ind.)
Crow's Nest Pass Coal Co., Fernie & Michel, B.C.....	Mine Wkrs. (Ind.)
Davie Shipbuilding, Lauzon, Que.....	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.....	Metal Trades' Federation (CNTU)
Handbag Mfrs. Council, Montreal, Que.....	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Kingston General Hospital, Kingston, Ont.....	Public Empl. (CLC)
London City, Ont.....	Public Empl. (CLC) (outside empl.)
Marine Industries, Sorel, Que.....	Metal Trades' Federation (CNTU)
National Harbours Board, Montreal, Que.....	CNTU-chartered local
Ottawa Civic Hospital, Ottawa, Ont.....	Public Empl. (CLC)
Phillips Cables Ltd., Brockville, Ont. & Montreal, Que.....	IUE (AFL-CIO/CLC)
Quebec-Hydro (Gatineau Power Co.)	IBEW (AFL-CIO/CLC)
Quebec-Hydro (Shawinigan Water & Power)	Public Service Empl. Federation (CNTU)
Quebec Hydro-Electric Commission, Montreal & other centres	Public Empl. (CLC) (outside empl.)
Rowntree Co., Toronto, Ont.....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.....	Public Empl. (CLC)
Winnipeg City, Man.....	Fire Fighters (AFL-CIO/CLC)

# Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

## Part I—Agreements Expiring During November and December 1965 and January 1966

(except those under negotiation in October)

Company and Location	Union
Assn. des Marchands Détaillants, Quebec & vicinity, Que. ....	Metal Trades' Federation (CNTU) (garage empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Service Empl. Federation (CNTU) (male empl.)
Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Burnaby District, B.C. ....	Public Empl. (CLC) (foremen, inside & outside empl.)
Calgary Power & Farm Electric Services, Alta. ....	Calgary Power Empl. Assn. (Ind.)
CNR, system-wide ....	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways ....	15 unions (non-operating empl.)
CPR, system-wide ....	Trainmen (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Dominion Stores, Toronto & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Edmonton City, Alta. ....	Transit Union (AFL-CIO/CLC)
Hawker Siddeley Canada Ltd. (Orenda, Engineering & Vending Divs.), Malton, Ont. ....	Machinists (AFL-CIO/CLC)
Hospitals (5), Arthabaska, Drummondville and Nicolet, Que. ....	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (5), Granby, St. Hyacinthe, Sorel and Valleyfield, Que. ....	Service Empl. Federation (CNTU), (nurses)
Hospitals (7), Cap de la Madeleine, Grand'Mere, La Tuque, Shawinigan & Trois Rivières, Que. ....	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (7), Granby, St. Hyacinthe, Sorel and Valleyfield, Que. ....	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (7) Lac Megantic, Magog, Sherbrooke & Windsor, Que. ....	Service Empl. Federation (CNTU), (nurses)
Hospitals (7), Lac Megantic, Magog, Sherbrooke & Windsor, Que. ....	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (11), Chandler, Gaspé, Maria, Matane, Mont Joli, Montmagny, Notre Dame de Lac, Rimouski, Rivière du Loup and Ste. Anne des Monts, Que. ....	Service Empl. Federation (CNTU), (non-professional & nurses at Chandler)
Hospitals (11), Amos, Buckingham, Hull, LaSarre, Macamic, Maniwaki, Mont Laurier, Val d'Or and Ville Marie, Que. ....	Service Empl. Federation (CNTU), (non-professionals)
Hospitals (17), Cartierville, Joliette, Lachine, Montreal, Repentigny, Rosemount, St. Laurent, Verdun and Ville St. Michel, Que. ....	Service Empl. Federation (CNTU), (nurses)
Hospitals (19), Cartierville, Joliette, Lachine, Montreal, St. Jerome, Verdun and Ville St. Michel, Que. ....	Service Empl. Federation (CNTU), (non-professionals)
Miner Rubber Co., Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Montreal Locomotive Works, Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
North York Township, Ont. ....	Public Empl. (CLC) (non-professional)
Ottawa City, Ont. ....	Public Empl. (CLC) (non-professional)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC) (non-professional)
Saskatoon City, Sask. ....	Public Empl. (CLC) (inside & outside empl.)
Saskatchewan Government ....	Sask. Govt. Empl. Assn. (Ind.) (classified services)

Company and Location	Union
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que. ....	ILA (AFL-CIO/CLC)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Standard Tube & T.I., Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont. ....	Public Empl. (CLC) (caretakers)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC) (non- professional)
Winnipeg Metro (Transit Dept.), Man. ....	Transit Union (AFL-CIO/CLC)

## Part II—Negotiations in Progress During October

(except those concluded in October)

Bargaining	Union
Company and Location	Union
Air Canada, system-wide .....	Air Canada Sales Empl. Assn. (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone Co. of Canada, Que. & Ont. ....	Cdn. Telephones Empl. (Ind.) (craft & services empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside empl.)
Canada Iron Foundries, Three Rivers, Que. ....	Steelworkers (AFL-CIO/CLC) (plant)
CBC, company-wide .....	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL- CIO/CLC)
Cdn. Copper Refiners, Montreal, Que. ....	Metal Refining Wkrs. Union (Ind.)
Cdn. Marconi, Montreal, Que. ....	Marconi Salaried Empl. Assn. (Ind.)
Cdn. Western Natural Gas & Northwestern Utili- ties, Alta. ....	Natural Gas Empl. Welfare Assn. (Ind.) & Natural Gas Empl. Benefit Assn. (Ind.)
Council of Printing Industries, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assn. (Ind.)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man. ....	Butcher Workmen (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Iron Ore Co. of Canada, Nfld. & Que. ....	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Transit Union (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jean- nine, Que. ....	Steelworkers (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Quemont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
St. Lawrence Seaway Authority .....	Railway Transport & General Wkrs. (CLC)
Saskatchewan Government Telephones .....	Communication Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp. ....	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que. ....	Shell Empl. Council (Ind.)
Vancouver City, B.C. ....	Vancouver City Hall Empl. Assn. (Ind.) (inside empl.)
Vancouver City, B.C. ....	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

## Conciliation Officer

Air Canada, system-wide .....	Air Line Pilots (Ind.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
CPA, system-wide .....	Machinists (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (maintenance empl.)

Company and Location	Union
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (office empl.)
Consumers' Gas, Metro Toronto & other centres, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Edmonton City, Alta. ....	Fire Fighters (AFL-CIO/CLC)
Hospitals (5), Alma, Chicoutimi, Dolbeau, Jonquiere & Roberval, Que. ....	Service Empl. Federation (CNTU) (non-professional)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Transport Industrial Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Northern Electric, Bramalea, Ont. ....	UE (Ind.)
Quebec Hydro-Electric Commission, Montreal & other centres ....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Winnipeg City, Man. ....	Public Empl. (CLC)

#### Conciliation Board

B.C. Hydro & Power Authority ....	IBEW (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont. ....	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
Kimberly-Clark Paper, Terrace Bay, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

#### Post-Conciliation Bargaining

(No cases during October)

#### Arbitration

Toronto Electric Commissioners, Toronto, Ont. ....	Public Empl. (CLC)
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#### Work Stoppage

Price Bros. & Co., Dolbeau, Kenogami & Shipshaw, Que. ....	Bush Wkrs., Farmers' Union (Ind.)
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### Part III—Settlements Reached During October

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

*Bathurst Paper Limited, Bathurst, N.B.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO):* 3-yr. agreement covering 810 empl.—wage increases of 10¢ an hr. retroactive to July 1, 1965, 5¢ an hr. eff. Jan. 1, 1966, 5¢ an hr. eff. July 1, 1966, 5¢ an hr. eff. Jan. 1, 1967, 10¢ an hr. eff. July 1, 1967 and 10¢ an hr. eff. Jan. 1, 1968; additional adjustments of 5¢ an hr. retroactive to July 1, 1965, 3¢ an hr. eff. July 1966 and 5¢ an hr. eff. July 1967 for tradesman and 2¢ an hr. in first pay period following date of signing for oilers; intermittent Sunday operations—time and one half will be allowed during term July 1, 1965 to June 30, 1967 and 15¢ an hr. will be paid during the period July 1, 1967 to June 30, 1968 for all hrs. worked during the wk. that the mill operates on Sunday, up to a maximum of 15 Sundays; continuous operations—the mill will be considered to be working on continuous operations if it is operated for more than 15 Sundays, and the adjustment of 15¢ an hr. will be on a permanent basis; evening and night shift premiums to be 9¢ and 12¢ an hr. respectively Jan. 1966 (at present 8¢ and 11¢) and 10¢ and 13¢ an hr. respectively Jan. 1968; 5 wks. vacation after 30 yrs. of service Jan. 1967 (new provision) and after 25 yrs. of service Jan. 1969; supplementary vacations with pay after 25 yrs. of service in addition to regular annual vacation of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63 and 5 wks. at 64 eff. Jan. 1968; jury duty supplement introduced; weekly sickness and accident indemnity to be increased to a maximum of \$60 payable up to 26 wks. for those empl. earning in excess of \$5,000, a yr. eff. March 1, 1967; voluntary revocable checkoff introduced; provision for at least 90 days' notice to the union(s) of technological changes and/or automation that will result in significant changes in employment status of empl., and for discussion and consideration of such measures as early retirement, retraining, transfer, etc.; provision for severance pay for empl. laid off due to technological changes and/or automation—15 hrs. pay at current hourly rate for each completed yr. of continuous service, payable to empl. with 10 or more yrs. of continuous service; rate for labourer will be \$2.45 an hr. Jan. 1, 1968; agreement to expire June 30, 1968.

*Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC):* 3-yr. agreement covering 1,400 empl.—wage increases of 15¢ an hr. retroactive to June 1, 1965, 4% (minimum of 10¢ an hr.) eff. March 1, 1966, 10¢ an hr. eff. Dec. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Sept. 1, 1967; 15¢ an hr. eff. May 1, 1966 or upon adoption of 7-day operation whichever is sooner; additional adjustments for tradesman of 10¢ an hr. retroactive to June 1, 1965 and 5¢ an hr. eff. May 1, 1966; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63, and 5 wks. at 64; rate for labourer Sept 1, 1967 will be \$2.63 an hr.; agreement to expire May 31, 1968.

*Calgary General Hospital, Calgary, Alta.—Public Empl. (CLC):* 2-yr. agreement covering 600 empl.—general wage increases of 4% retroactive to Jan. 1, 1965 and 4% eff. Jan. 1, 1966; rate for food server, and hospital assistant Jan. 1, 1966 will be \$1.25 an hr.; agreement to expire Dec. 31, 1966.

*Canada & Dominion Sugar, Montreal, Que.—Bakery Wkrs. (CLC):* 18-mo. agreement covering 500 empl.—general wage increases of 11¢ an hr. retroactive to Sept. 1, 1965, additional 6¢ an hr. eff. Oct. 10, 1965 for tradesman and power house empl., 6¢ an hr. and 3¢ an hr. additional for tradesman and power house empl. eff. Sept. 1, 1966; half-day off before Christmas and half-day off before New Year's for a total of 9 paid holidays; 3 wks. vacation after 9 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); severance pay for empl. with 4 yrs. of service or more to be 40 hrs. for each yr. of seniority to a maximum of \$400; employer contribution to welfare plan to be 3½¢ an hr. (at present 3¢) eff. in 1965 and 4¢ an hr. eff. Sept. 1, 1966; new sick leave plan provides for half-day with pay per mo. of service to a maximum of 5 days per yr., not accumulative beyond 1 yr., and to be payable after 7 days' absence medically certified; rate for labourer Sept 1, 1966 will be \$2.21 an hr.; agreement to expire Feb. 28, 1967.

*Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,010 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.), 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. May 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. May 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63, and 5 wks. at 64 eff.

Jan. 1, 1968; sickness benefits to be payable up to 52 wks. (formerly 26 wks.) with waiting period reduced to 2 days (formerly 14 days); Rand formula introduced; rate for labourer Aug. 1, 1967 on 7-day operation will be \$2.63 an hr.; agreement to expire April 30, 1968.

*Consolidated Paper, Grand'Mere, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 620 empl.—terms similar to Cap de la Madeleine and Three Rivers settlement.

*Consolidated Paper, Port Alfred, Que.—Pulp & Paper Wks. Federation (CNTU):* 3-yr. agreement covering 550 empl.—terms similar to Cap de la Madeleine and Three Rivers settlement; retirement income plan to be modified and integrated with Quebec Pension Plan; rate for labourer Aug. 1, 1967 on 6-day operation will be \$2.48 an hr.; agreement to expire April 30, 1968.

*Consolidated Paper, Shawinigan, Que.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 630 empl.—terms similar to Cap de la Madeleine and Three Rivers settlement.

*Copper Rand Chibougamau Mines, Chibougamau, Que.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement covering 520 empl.—settlement pay of \$30 for empl. completed probationary period; wage increases of 10¢ an hr. eff. Oct. 5, 1965, 4¢ an hr. eff. Aug. 1, 1966, 4¢ an hr. eff. Feb. 1, 1967, 3¢ an hr. eff. Aug. 1, 1967 and 3¢ an hr. eff. Feb. 1, 1968; 3 wks. vacation after 12 yrs. of service with 6% vacation pay (new provision); rate for labourer Feb. 1, 1968 will be \$2.53 an hr.; agreement to expire Sept. 1, 1968.

*Dominion Glass, Montreal, Que.—Glass & Ceramic Wks. (AFL-CIO/CLC):* 3-yr. agreement covering 1,200 empl.—general wage increases of 10¢ an hr. retroactive to Sept. 1, 1965, 7¢ an hr. eff. Sept. 1, 1966, 4¢ an hr. eff. March 1, 1967, 7¢ an hr. eff. Sept. 1, 1967 and 3¢ an hr. eff. March 1, 1968; additional wage increase for female empl. of 3¢ an hr. retroactive to Sept. 1, 1965; afternoon and night shift premiums increased to 8¢ and 10¢ an hr. respectively (formerly 7¢ and 9¢); Boxing Day to be ninth paid holiday; agreement to include an additional paid holiday in third yr., making a total of 10; 3 wks. vacation after 10 yrs. of service (at present after 12 yrs.) eff. Jan. 1, 1966 and 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1967; employer contributions toward sickness and accident insurance to be increased to \$4.71 a mo. (formerly \$4.30) for single empl. and to \$10.88 a mo. (formerly \$9.90) for married empl. in first yr. of agreement and to \$5.27 a mo. for single empl. and to \$12 a mo. for married empl. in second yr.; agreement to expire Aug. 31, 1968.

*Donohue Brothers Limited, Clermont, Que.—Carpenters (Lumber & Sawmill Wks.) (AFL-CIO/CLC):* 22-mo. agreement covering 500 empl. Wage increases of 21¢ an hr. retroactive to Aug. 1, 1965 and 7¢ an hr. eff. Aug. 1, 1966 for labourer; wage increases of \$1.85 a day retroactive to Aug. 1, 1965 and 34¢ a day eff. Aug. 1, 1966 for cook; wage increases of \$1.55 a day retroactive to Aug. 1, 1965 and \$1.29 a day eff. Aug. 1, 1966 for assistant cook; cord rate increased to \$7.20 (formerly \$6.90) retroactive to Aug. 1, 1965 and to \$7.30 eff. June 1, 1966; provision for 10¢ per cord subsidy to cover replacement of broken chains on chain saws; work wk. to be 50 hrs. (at present 54 hrs.) eff. Aug. 1, 1965 and 48 hrs. eff. June 1, 1966; improvements in vacation pay; rate for labourer Aug. 1, 1966 will be \$1.52 an hr.; agreement to expire May 31, 1967.

*Fittings Limited, Oshawa, Ont.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement covering 630 empl.—wage increases of 10¢ an hr. eff. Oct. 8, 1965, 6¢ an hr. eff. May 1, 1966, 4¢ an hr. eff. Nov. 1, 1966, 6¢ an hr. eff. May 1, 1967, and 4¢ an hr. eff. Nov. 1, 1967; employer contribution toward PSI and Ontario hospital insurance to be 54% of premiums eff. Oct. 8, 1965, 77% eff. May 1, 1966 and 100% eff. May 1, 1967; rate for labourer Nov. 1, 1967 will be \$2.27 an hr.; agreement to expire April 30, 1968.

*Great Lakes Paper, Fort William, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO):* 3-yr. agreement covering 1,090 empl.—general wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; additional adjustments for tradesman; evening and night shift premiums to be 9¢ and 12¢ an hr. respectively (at present 8¢ and 11¢) eff. Feb. 1, 1966 and 10¢ and 13¢ an hr. respectively eff. Nov. 1, 1966; 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1966, 3 wks. vacation after 8 yrs. of service (at present after 10 yrs.) eff. Jan. 1, 1966 and 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63, and 5 wks. at 64 eff. Jan. 1, 1968; employer contribution towards hospital-medical-surgical and weekly indemnity plans to be increased for single empl. to \$6.25 a mo. eff. May 1, 1965 and for married empl. to \$12.50 a mo.; jury duty supplement; provision for severance pay of 1% of an empl. total earnings for the last full period of continuous service; provision for not less than 60 days' notice to the unions of technological changes and/or automation that will result in significant changes in the employment status of empl. and for discussion and consideration of such measures as early retirement, retraining, transfer, etc.; wage rate

for empl. who is set back to lower-paid job due to technological change to be maintained for 3 mos., and to be adjusted midway between previous rate and rate for new job for a further 3 mos., after which the rate of the new permanent job will apply; rate for labourer on 6-day operation Aug. 1, 1967 will be \$2.48 an hr.; agreement to expire April 30, 1968.

*Great Western Garment Co., Edmonton, Alta.—United Garment Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 1,590 empl.—average wage increase of 5.58¢ an hr.; rate for "bundle and numbering girls" to be \$1 an hr. and rate for "shipping and stockroom empl." to be \$1.25 an hr.; agreement to expire Oct. 15, 1965.

*Hospitals (11), Chandler, Gaspé, Maria, Matane, Mont Jolie, Montmagny, Notre Dame du Lac, Rimouski, Rivière du Loup & Ste. Anne des Monts, Que.—Service Empl. Federation (CNTU) (non-professional & nurses at Chandler):* new agreement covering 2,500 empl.—wage increases ranging from \$5 to \$27 a wk. retroactive to May 1, 1965; agreement stipulates work wk. of 35 hrs. for office staff, 37½ hrs. for ward aides, 40 hrs. for manual wkrs. and 44 hrs. for maintenance empl.; 10 paid holidays; 2 wks. vacation after 1 yr. of service, 3 wks. after 3 yrs., and 4 wks. after 12 yrs.; agreement to expire Dec. 31, 1965.

*Hotel Chateau Frontenac (CPR), Quebec, Que.—Railway, Transport & General Wkrs. (CLC):* 3-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. eff. Oct. 21, 1965, 3¢ an hr. eff. Nov. 1, 1966 and 3¢ an hr. eff. Nov. 1, 1967, and additional wage adjustments for skilled tradesmen in engineering and maintenance departments, and for skilled cooks; St. Jean de Baptiste Day to be eighth paid holiday; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); agreement to expire Aug. 31, 1968.

*Hotels & taverns (various), Toronto, Ont.—Hotel Empl. (AFL-CIO/CLC) (beverage dispensers):* 3-yr. agreement covering 960 empl.—wage increases of \$2 a wk. eff. Nov. 1, 1965, \$2 a wk. eff. Nov. 1, 1966 and \$2 a wk. eff. Nov. 1, 1967 for male and female stool bartenders and waiters; wage increases of \$3 a wk. eff. Nov. 1, 1965, \$3 a wk. eff. Nov. 1, 1966 and \$3 a wk. eff. Nov. 1, 1967 for male and female bartenders; wage increases of \$4 a wk. eff. Nov. 1, 1965, \$4 a wk. eff. Nov. 1, 1966 and \$4 a wk. eff. Nov. 1, 1967 for male and female tapmen; work wk. to be 40 hrs. (formerly 42 hrs.) Nov. 1, 1965; employer to pay full premium of Ontario hospital insurance (formerly employer-paid premium with provision that future premium increases shared 50%); employer to contribute \$10 a mo. and empl. to pay \$2 a mo. for health and welfare plan (formerly employer-paid premium with provision that future premium increases shared 50%); 2 days' bereavement leave; rate for waiter Nov. 1, 1967 will be \$61 a wk.; agreement to expire Nov. 1, 1968.

*KVP Company, Espanola, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC):* 3-yr. agreement covering 710 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967 and 3¢ an hr. eff. Jan. 1, 1968; wage increases of 5¢ an hr. eff. Dec. 1, 1965, 5¢ an hr. eff. Dec. 1, 1966 and 5¢ an hr. eff. Dec. 1, 1967 for 7-day operation; afternoon and night shift differentials increased to 10¢ and 13¢ an hr. respectively (formerly 8¢ and 11¢); 5 wks. vacation after 25 yrs. of service (new provision); provision for jury duty supplement; guarantee against layoff during the term of the agreement as a result of automation or technological change; rate for labourer Jan. 1, 1968 will be \$2.63 an hr. for 7-day operation; agreement to expire April 30, 1968.

*Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres—Teamsters (Ind.):* 3-yr. agreement covering 2,000 empl.—wage increases of 20¢ an hr. in first yr. of agreement, 17¢ an hr. in second yr. and 14¢ an hr. in third yr. (17¢ an hr. in third yr. for out-of-town terminal empl.); weekly hrs. of work to be reduced from 50 to 48 in first yr. of agreement, to 46 in second yr. and to 44 in third yr.; deferment of Part 1, Section 5 (1) of Canada Labour Code until Jan. 1, 1967; Boxing Day to be ninth paid holiday; 2 wks. vacation after 1 yr. of service (formerly after 9 yrs.) and 4 wks. vacation after 25 yrs. of service (new provision); company contribution toward group welfare plan to be increased to \$10 a mo. (formerly \$7) and empl. contribution to be \$5; rate for tractor driver in third yr. of agreement will be \$2.37 an hr.; agreement to expire Sept. 30, 1968.

*Noranda Mines, Noranda, Que.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement covering 1,350 empl.—settlement pay of \$20 from Sept. 7, 1965 to Oct. 14, 1965; wage increases of 7% (minimum of 14¢ an hr.) eff. Oct. 15, 1965, 4% eff. Oct. 15, 1966 and 4% eff. Oct. 15, 1967; 8 paid holidays (formerly 7); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.); 3 wks. vacation after 14 yrs. of service (at present 15 yrs.) in 1966, after 13 yrs. in 1967 and after 12 yrs. in 1968; afternoon and night shift premium to be 5¢ and 10¢ an hr. respectively (new provision); company-paid life insurance increased to \$4,000 (formerly \$3,000); weekly indemnity increased to \$45 (formerly \$35) payable up to 26 wks.; rate for surface labourer will be \$2.04 an hr. Oct. 15, 1967; agreement to expire Oct. 16, 1968.

*Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.—Steelworkers (AFL-CIO/CLC):* 3-yr. agreement covering 500 empl.—retroactive pay of 10¢ an hr. for hrs. worked from May 15, 1965 to Oct. 7, 1965; wage increases of 12¢ an hr. eff. Oct. 8, 1965, 5¢ an hr. eff. May 1, 1966 and 12¢ an hr. eff. May 1, 1967; additional adjustments for tradesman of 15¢ an hr. eff. Oct. 8, 1965, 5¢ an

hr. eff. May 1, 1966 and 12¢ an hr. eff. May 1, 1967; 2 wks. vacation after 1 yr. of service; 3 wks. after 12 yrs. in first yr. of agreement and after 10 yrs. in second yr. of agreement; afternoon and night shift premium increased to 5¢ and 7¢ an hr. respectively (at present 3¢ and 5¢); Sunday premium of 15¢ an hr. introduced; employer to pay 60% of the premium for the welfare plan in second yr. of agreement (at present 50%); provision for dues shop; rate for labourer May 1, 1967 will be \$2.41 an hr.; agreement to expire July 2, 1968.

*Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC):* 3-yr. agreement covering 1,320 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 5¢ an hr. for classifications other than tradesman on continuous operations eff. Nov. 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. for classifications other than tradesman on continuous operations eff. May 1, 1967 and 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967; 3 wks. vacation after 8 yrs. of service eff. Jan. 1, 1966 (at present after 10 yrs.) and 5 wks. after 25 yrs. (new provision) eff. Jan. 1, 1967; supplementary vacations with pay after 25 yrs. of service, in addition to regular annual vacation, of 1 wk. at 60 yrs. of age, 2 wks. at 61, 3 wks. at 62, 4 wks. at 63 and 5 wks. at 64 eff. Jan. 1, 1968; employers to continue their level of financing of the hourly empl. standard retirement plan in addition to the 1.8% employer contribution required under the Canada Pension Plan, and any future additional cost imposed by law on the companies may be offset by reductions in the companies' contributions to the hourly empl. standard retirement plans; combined total retirement benefits provided by present company plan and Canada Pension Plan of Jan. 1, 1966 shall not be reduced; rate for labourer on 7-day operation Aug. 1, 1967 will be \$2.68 an hr.; agreement to expire April 30, 1968.

*University Hospital, Saskatoon, Sask.—Building Service Empl. (AFL-CIO/CLC):* wage settlement arising from wage re-opener in 2-yr. agreement covering 650 empl. and expiring Dec. 31, 1965—wage increases ranging from \$10 a mo. to \$20 a mo. eff. Sept. 1, 1965 to Dec. 31, 1965; rate for male porter becomes \$260 a mo.

*University of Saskatchewan, Saskatoon, Sask.—CLC-chartered local:* 1-yr. agreement covering 840 empl.—general wage increase of 4% for empl. other than tradesman and of 5% for tradesman; weekly hrs. of work to be reduced to 40 for farm, poultry and horticulture empl.; 4 wks. vacation after 19 yrs. of service (at present after 20 yrs.) eff. Jan. 1, 1966, after 18 yrs. of service eff. Jan. 1, 1967, after 17 yrs. of service eff. Jan. 1, 1968, after 16 yrs. of service eff. Jan. 1, 1969 and after 15 yrs. of service eff. Jan. 1, 1970; provision for job security concerning automation; rate for labourer becomes \$327 a mo.; agreement to expire June 30, 1966.

*Victoria Hospital, London, Ont.—Building Service Empl. (AFL-CIO/CLC):* arbitration award providing 1-yr. agreement covering 700 empl.—settlement pay of \$94.50 for unskilled empl. and \$189 for skilled empl. from Dec. 1964; wage increases of 6¢ an hr for unskilled empl. and 12¢ an hr. for skilled empl. retroactive to Oct. 10, 1965 and 6¢ an hr. for unskilled empl. and 12¢ an hr. for skilled empl. eff. Jan. 1, 1966; 4 wks. vacation after 20 yrs. of service (new provision); modified Rand formula introduced; rate for male cleaner Jan. 1, 1966 will be \$256.22 a mo.; agreement to expire Oct. 11, 1966.

# Training for Rehabilitation Workers

*Two successful events held in recent months provided training to workers in rehabilitation programs. Annual conference on mental retardation held in Saskatoon; Ben Parks Centre opened*

The success of any project is, in a large measure, dependent upon the quality of the staff employed to implement the program. It is of interest, therefore, to note efforts that are being made to provide training to workers in the rehabilitation program.

Two highly successful events in this field have taken place in recent months. The first was the training course in rehabilitation held in Winnipeg at the beginning of June. Eight provinces were represented. During the 17 working days of the course, the participants discussed a broad range of subjects, including such aspects of rehabilitation as daily living, ambulation, self help, techniques for evaluating the individual's potential, treatment, therapy and counselling. Specific disabilities, such as blindness, cerebral palsy, paraplegia, mental retardation and mental illness were also studied. Throughout the course particular emphasis was laid on the vocational training and placement in employment of disabled persons.

This course was sponsored by the Canadian Rehabilitation Council for the Disabled and had the co-operation and support of the Federal—Provincial Vocational Rehabilitation Program and the University of Manitoba.

The second was a training course for managers and senior staff of sheltered workshops and training centres for the mentally retarded. This course was sponsored by the Ontario Association for the Mentally Retarded, and it also had the support of provincial and federal rehabilitation authorities. This course was given at Brock University in St. Catharines.

About 40 persons took advantage of this opportunity to increase their qualifications. They represented over 35 different workshops or training centres in Ontario.

Lectures covered many phases of workshop operation and management, the physical and psychological aspects of mental retardation, social adjustment, assessment, evaluation, and preparation for employment of workshop clients.

## Annual Conference

Canadian Association for Retarded Children "Searching—Seeking" was the theme of the 8th National Conference on Mental Retardation in Saskatoon, Sask. The conference, sponsored by the Canadian Association for Retarded Children, was attended by some 450 delegates from across Canada.

The three days of the program included

two types of sessions; one for the general delegates, and the other for special study groups. The sessions dealt with all aspects of association work from adult services to religious education, and touched on the areas of activity of the newly launched national crusade for Canada's mentally retarded.

One of the highlights of the conference was the address by Robert Jaques, President of the Canadian Association. He stated that although the cause of the mentally retarded had reached new heights, there was still a long way to go—only a good beginning has been made. "It has been a busy year, an exciting year—one in which there has been significant progress and one in which we have seen the foundation laid for even more dramatic advances in the near future", he said.

## Ben Parks Training Centre Opened

On September 30, the new Ben Parks Training Centre of the Society for Crippled Civilians in Toronto was officially opened. The ribbon cutting ceremony was performed by Miss Joanne O'Hanley, a victim of cerebral palsy, who is a trainee at the centre. The reason for the selection of this young lady is best expressed by the inscription on the stainless steel plaque that was unveiled during the dedication ceremony by the Hon. W. Earl Rowe, Lieutenant Governor of Ontario. It reads, "Officially opened by Joanne O'Hanley who, because of her cheerful acceptance of her disability and determination to help herself, is representative of the community handicapped and disabled to whom the society dedicates its efforts and services."

The Society for Crippled Civilians has been operating a sheltered workshop and training centre on Duke Street. The addition of this three-storey training centre round the corner, but adjacent to the original centre, will add much needed space for an enlarged program.

The Society for Crippled Civilians operates the largest workshop in Canada, giving work and training to over 300 persons daily.

The new centre was named in honour of the man who "guided the society for a quarter of a century through some of its most difficult periods—who conceived and put into effect many of its basic programs and policies—and whose vision, concerning handicapped merits and needs, encompassed the full spectrum of community effort" as W. Struan Robertson, Q.C., said in paying tribute to Mr. Parks during the ceremonies.

## More About the Older American Worker

*Studies made by the United States Bureau of Labor Standards show lack of education is barrier to employment of displaced workers who find it strange and difficult to return to school*

Forms of discrimination in employment on account of age, analyzed in the report of the United States Secretary of Labor to Congress entitled, "The Older American Worker", were dealt with on this page last month; and comments and excerpts from the report will be continued in this article and in several more to follow.

That lack of education is a barrier to employment is confirmed by studies made by the United States Bureau of Labor Statistics in 1962 and 1963 of displaced workers in five different industries: petroleum refining, foundries, and manufacturing of automobile equipment, glass jars, and floor coverings. The older displaced workers, who had completed high school, suffered substantially less unemployment than those who had not.

Many older workers find it strange and difficult to return to school after many years of work and life, the report points out. Experience in serving older people clearly showed that special efforts were needed to help them over the hurdle of going back even to some form of schooling designed for adults, and special programs under the U.S. Manpower Development and Training Act were being prepared for this purpose, with the aid of the National Council on Aging. As a result of these efforts it had become clear that training must be accompanied by special assistance in job placement and development.

### Jobs Are Different

Technological change, the report says, affects the older worker's employability, not so much directly as in its influence on his environment. Under new technology, jobs are different from those for which the older worker was trained and in which he acquired his experience. New jobs are often in places to which younger, more mobile workers are attracted; and, conversely, many older workers are entrenched in areas from which jobs have disappeared.

When new technology displaces older industries, plants and job methods, older workers are especially vulnerable to the changes that follow. They are often doing jobs, and working in plants established a generation or two ago. Their skills and experience are not

always transferable, and the new plants and industries are often far away from the old ones.

For example, as new fuels have supplanted coal, and as coal mining technology has improved, older miners have been stranded far from new centres of opportunity. Many of the older consumer-goods manufacturing industries have shifted away from the long-established centres of population in response to new markets and new technology. Older workers displaced as a result of these shifts have often been stranded in the declining areas.

This displacement of older workers, the report explains, is true not only in declining or depressed areas, but of older workers, generally wherever technology changes the character of geographic location of their jobs.

### Special Programs

These changes in technology and in the location of industry, it says, have also left older industries with an unusually high proportion of older workers. This in turn has given rise to special programs for compulsory or early retirement in declining industries—and even in stable or growing industries during periods of economic downturn—designed to open opportunities for younger workers.

The pace of technological change, and its effect on the growth and decline of industries, has meant not only changes in the jobs that men hold, but more frequent job changes during their working lives.

The report states emphatically that there is no evidence that unusual numbers of older workers fail to obtain work because of any well founded expectations about their lower productivity. Obviously individuals in all age groups fail to pass a variety of aptitude and other entrance tests. But there was no evidence that older workers' experience in this respect was different from that of the population generally, except for the better showing of younger, better-educated workers in tests in which more modern education and experience gave an advantage.

This series of articles based on "The Older American Worker" will be continued next month.

# Law On Sex Discrimination in Employment

*U.S. Civil Rights Act, effective in July this year, makes it unlawful for employer to discriminate in hiring policies on the basis of race, colour, religion, sex or national origin*

Title VII of the United States Civil Rights Act, 1964, effective July 2, 1965, deals with provisions for "Equal Employment Opportunity". It prohibits employers in interstate commerce from discriminating against job applicants or employees because of "sex" as well as the other factors of race, colour, religion or national origin.

The legislation applies to employers of 100 persons or more the first year, 75, 50 and 24, respectively, in each of the succeeding years.

The Act makes it unlawful for an employer to discriminate in hiring policies on the basis of race, colour, religion, sex or national origin. Practices such as segregation or classification of employees limiting employment opportunities and admission to apprenticeship or training programs, publication of advertisements indicating preference, or discrimination against a new job applicant who has opposed unlawful practices under the Act are prohibited by the legislation.

Obligations are similarly placed on employment agencies, including the U.S. Employment Service, in their referral operations, and on labour organizations in their membership policies.

## Exemptions

Exceptions are made where religion, sex or national origin is a "bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise". Race and colour are not included as bona fide occupational qualifications.

Exempted from coverage are private membership clubs, religious educational institutions, employees of an educational or a religious institution who further the educational or religious activities of such institution, and Indian tribes.

Failure on the part of an employee to have security clearance, where the employer is subject to a government contract requiring such clearance, constitutes a valid exemption from the provisions.

The employer is permitted also to perform independently in hiring and promotion activities on the results of professionally developed ability tests, seniority and merit systems.

The Act provides for establishment of the Equal Employment Opportunity Commission consisting of five members, appointed by the President, with the obligation to report annually to Congress and the President. The Commission is empowered to settle grievances on written charge by an aggrieved person, or by an EEOC Commissioner.

The legislation makes provision for handling of complaints through state fair employment practices agencies within certain time limits, as well as provision for agreements with state agencies to relinquish all or part of their jurisdiction. Thirty-two states, plus D.C., have some form of FEP legislation, nine of which (plus D.C.) prohibit discrimination on the basis of sex. In most instances the "sex" provision is recent, having been enacted following passage of the federal Act in 1964.

Although eventual recourse is to the courts, and the Commission is imbued with the powers of a court, limits are so designed as to give maximum encouragement to voluntary compliance.

It is hoped that employers of women workers will henceforth refrain from entering into agreements restricting females from training programs, establishing separate seniority lists for male and female workers, and denying women equal consideration for merit increases. The practice of separating job classifications into "light" and "heavy" in a mixed department, thus providing two rates of pay for men and women, but one rate in an all-male department, where work is also light and heavy, is another area of abuse which hopefully will be discontinued.

## Enforcement

The Commission has already been faced with the question of enforcement practices regarding prohibition of advertising for job vacancies indicating preference based on sex. It hopes to clarify its interpretation of a "bona fide occupational qualification". The intention is to require newspapers to make it clear that classification of advertisements into "male" and "female" columns is not intended to exclude the opposite sex; and the advertiser will be obliged to indicate in the ad that men and women will be considered for the job.

# TEAMWORK in INDUSTRY

Dr. John J. Deutsch, chairman of the Economic Council of Canada, has described the role of the Labour-Management Co-operation Service as essential to joint consultation at the local level.

In an exclusive interview with Teamwork in Industry, Dr. Deutsch outlined the work of the Economic Council and the part played by LMCS in labour-management relations.

"The Labour-Management Co-operation Service has a very important educational role in labour-management co-operation. We, at the Economic Council level, can only deal in an advisory capacity and at the top level.

"The LMCS can take our Economic Council reports, and all other such reports, to labour and management.

"It is up to you to ask: what does it mean; what does it say; how can we say it for labour-management committees at the plant level; how can we appeal to these committees. The Labour-Management Co-operation Service has a definite function to perform.

"It is up to the LMCS to encourage labour-management philosophy at the plant level."

Dr. Deutsch stated that Canada is in a peculiar position, compared to Europe, as labour and management in Canada are decentralized. He noted that labour had some centralization through its large unions but that management had no such centralization.

"We have to recognize this in our planning" Dr. Deutsch added.

"The Council's committee (on labour-management relations) found that the idea of continuing consultation at the top level, as in Europe, is not feasible in this country. There is just too much country to span. This led to a conference conclusion that, partly because of our decentralization, there is a need for a great deal of education and information to be widely disseminated.

"We must get this information and research down to the local groups. Partly because we are faced with this decentralization, education must be fed from the bottom up. This is a great deal more effective and there is much information available.

"Only on this basis, of labour-management co-operation at the local level, can we have a common understanding.

"Labour-management problems should be subject to more study and discussion between labour and management on a continuing basis and not confined to the crisis time of bargaining. That is not the time.

"But there must be methods of discussing common problems. Labour and management should develop procedures for continual discussion of the common factors between them.

"There are many avenues of common interest such as technical changes. Both should be preparing an understanding of these changes.

\* \* \*

William H. Cranston, chairman of the Economic Council of Ontario, told Teamwork that "Labour-management committees not only give employees a direct channel of communication to management but also serve as a useful check. . . ."

Mr. Cranston, as president of the Shoe Corporation of Canada, was referring to labour-management co-operation committees in his own company when he added "Through this channel of communication we make employees active participants in our overall operation. They realize that increased quality productivity is not only of benefit to the company but also directly to each employee."

The Shoe Corporation of Canada owns Fern Shoe of Penetanguishene and Midland Footwear of Midland, both located in the Georgian Bay area of Ontario.

Both companies have had labour-management co-operation committees for four years.

Both Bernard Ladouceur, president of Local 1535, and Lloyd Leroux, president of Local 1534, Textile Workers Union of America, CLC, are pleased with the results of joint consultation.

Mr. Leroux stated "The main function of this committee is to find out what's bothering the company and what's bothering us and then try to solve these problems."

Mr. Ladouceur added "Production was our greatest worry but there the company is doing a wonderful job. We now have continuous employment without layoffs . . . It used to be different but we understand each other better now. We know the company needs better quality shoes to meet competition and keep orders coming. We are doing our best."

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Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during September. The Board granted 13 applications for certification, ordered one representation vote and rejected four applications for certification. It also granted one application for revocation of certification and rejected one such application. During the month, the Board received 15 applications for certification, two applications for revocation of certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. Canadian Union of Public Employees, on behalf of a unit of police men employed by The Hamilton Harbour Commissioners, Hamilton, Ont. (L.G., Aug., p. 732; June, p. 524). The International Longshoremen's Association had intervened. The Board adopted reasons for judgment relating to the decision (see reasons for judgment, p. 1076).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of flight dispatchers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (L.G., Aug., p. 734). The Union of Employees of Nordair (C.N.T.U.) had intervened.

3. Carmacks & District Mine and Mill Workers, Local No. 1044 of the International Union of Mine, Mill & Smelter Workers (Canada), on behalf of a unit of employees of Discovery Mines Limited, La Forma Mine, Carmacks, Y.T. (L.G., Aug., p. 734).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Corkery & Purcell Freight Lines Limited, Ottawa, Ont. (L.G., Sept., p. 815).

5. International Longshoremen's Association, Local 1917, on behalf of a unit of harbour service employees employed by Waterman's Service (Scott) Limited, in the Port of Toronto (L.G., Sept., p. 816).

6. Mayo District Mine, Mill & Smelter Workers, Local Union 924 of the International Union of Mine, Mill & Smelter Workers, (Canada) Elsa, Y.T., on behalf of a unit of industrial catering employees of

Western Catering Ltd., employed in connection with the Yukon Territory operations of United Keno Hill Mines Limited (L.G., Sept., p. 816).

7. Canadian Merchant Service Guild, on behalf of a unit of deck officers employed aboard the vessel *Liquilassie* by Porter Shipping Limited, Toronto, Ont. (L.G., Oct., p. 931).

8. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the S.S. *G.G. Post* by Silloc Limited, Port Colborne, Ont. (L.G., Sept., p. 816).

9. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Transport Inc., working in and out of its terminals at Ste. Therese de Blainville and Montreal in Quebec and Toronto in Ontario (L.G., Sept., p. 816).

10. International Union of District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed employees of North Shipping and Transportation Ltd., Quebec, Que., employed aboard the M.V. *Ste-Foy* and M.V. *Charny* (L.G., Oct., p. 931).

11. International Union of District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of mates and marine engineers of North Shipping and Transportation Ltd., Quebec, Que., employed aboard the M.V. *Ste-Foy* and M.V. *Charny* (L.G., Oct., p. 931).

12. National Union of Longshoremen of Ha! Ha! Bay, Inc., (C.N.T.U.), on behalf of a unit of sailors employed by Saguenay Terminals Limited, Port Alfred, Que., aboard the tugs *Port Alfred* and *Bagoiville* (L.G., Oct., p. 931).

13. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed employees employed by Swiftsure Towing Company, Ltd., New Westminster, B.C., aboard its towboats (see applications for certification received, p. 1075).

### Representation Vote Ordered

Brotherhood of Locomotive Firemen and Enginemen, applicant, Toronto, Hamilton and Buffalo Railway Co., Hamilton, Ont.,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

respondent, and Brotherhood of Locomotive Engineers, intervener (locomotive engineers) (L.G., Sept., p. 816). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: S. Emmerson).

#### **Applications for Certification Rejected**

1. Local 955, International Union of Operating Engineers, applicant. The Consolidated Mining and Smelting Company of Canada Limited, Pine Point, N.W.T., respondent, and Local 802, International Union of Mine, Mill & Smelter Workers (Canada), intervener. (L.G., Sept., p. 815.) The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. Ready Mix, Building Supply, Hydro & Construction Drivers, Warehousemen and Helpers Local Union 230 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Amyot Ready Mix Co., Ltd., Hull, Que.,

respondent (L. G., Aug., p. 734). The Board found that the respondent's business or undertaking is essentially the manufacture of ready mix concrete, which is completed within the Province of Quebec. In consequence, the Board is of the opinion that the respondent's undertaking is not one that falls within the provisions of Section 53(b) of the Industrial Relations and Disputes Investigation Act.

3. Local 504, International Longshoremen's and Warehousemen's Union, Canadian Area, applicant and Island Tug & Barge Limited, respondent (L.G., Aug., p. 734). The application was rejected for the reason that on the evidence there is only one employee remaining in the proposed bargaining unit, and that the Board, accordingly, finds that one employee does not constitute a "group of employees" as defined in Section 2(3) of the Industrial Relations and Disputes Investigation Act.

4. Canadian Union of Public Employees, applicant and the Hamilton Harbour Commissioners, Hamilton, Ont., respondent (L.G.,

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#### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Oct., p. 931). The application, which covered a unit of office employees, was rejected for the reason that the applicant did not produce evidence of a majority membership satisfactory to the Board.

#### **Applications for Certification Received**

1. United Packinghouse, Food and Allied Workers, on behalf of a unit of office employees employed by Robin Hood Flour Mills Limited at its Humberstone Plant, Port Colborne, Ont. (Investigating Officer: S. Emmerson).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Swiftsure Towing Company, Limited, New Westminster, B.C. (Investigating Officer: J. D. Meredith). (see applications for certification granted (p. 1073).)

3. Commercial Telegraphers' Union, Division No. 43, on behalf of a unit of toll operators employed by Canadian National Railways, Telecommunications Department (Investigating Officer: S. Emmerson).

4. Amalgamated Transit Union, Division 1374, on behalf of a unit of employees of Canadian Coachways, Ltd., Edmonton, Alberta. (Investigating Officer: J. D. Meredith).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Coast Marine Towing and Salvage Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

6. International Longshoremen's Association, Local 1925, on behalf of a unit of shed employees of Brown & Ryan Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

7. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of driver/operators employed by Arrow Transit Lines Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

8. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of driver/helpers employed by Arrow Transit Lines, Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

9. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel on the ferry *La Marjolaine* employed by Cartier Navigation Company, Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Oil Chemical and Atomic Workers International Union, (Local 9-14), on behalf of a unit of janitresses and janitors employed by Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: S. Emmerson).

11. National Union of Employees of Rod Service (C.N.T.U.), on behalf of a unit of employees of Rod Service Ltée-Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

12. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of St. Hyacinthe Express Inc., St. Hyacinthe, Que. (Investigating Officer: R. L. Fournier).

13. International Longshoremen's Association, Local 1926, on behalf of a unit of shed employees of Eastern Canada Stevedoring (1963) Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

14. Canadian Transportation Workers' Union No. 192, N.C.C.L., on behalf of a unit of employees of Overnite Express Ltd., Hull, Que. (Investigating Officers: G. W. A. Lane and A. F. Tulloch).

15. The Board of Employees of John Kron & Son Limited, on behalf of a unit of employees at the Winnipeg Terminal of John Kron & Son Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

#### **Applications for Revocation of Certification Received**

1. Fred Augerman, applicant, Maple Leaf Broadcasting Company Limited, Hamilton, Ont., respondent, and National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on December 20, 1963 to the respondent union in respect of a unit of maintenance technicians and program operators at Radio Station CHML, Hamilton, (L.G., Feb., 1964, p. 127).

2. Michael Tapp and Victor Rostad, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, General Truck Drivers, Local Union 938, and Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, respondent. The application was for the revocation of the Board's order of July 27, 1964 certifying the respondent unions as the bargaining agent for a unit of employees of the respondent company (L.G., Sept., 1964, p. 797 and p. 800).

### Applications for Certification Withdrawn

1. Office Employees' International Union, Local No. 131, applicant, and Pickford & Black Limited, Toronto, Ont., respondent (L.G., May, p. 424).

2. Canadian Maritime Union, applicant and Providence Shipping Company Limited, Nassau, The Bahamas, respondent, with the Algoma Central & Hudson Bay Railway Company, Sault St. Marie, Ont. as operating agents (L.G., Oct., p. 931).

### Application for Revocation of Certification Granted

The Board granted an application for revocation of certification affecting F. Barkwell, *et al*, applicants, Liquid Cargo Lines Limited, Clarkson, Ont., respondent and the General Truck Drivers Union, Local 938, of the

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Sept., p. 817).

### Application for Revocation of Certification Rejected

The Board rejected an application for revocation of certification affecting Alfred J. K. Penz, *et al*, applicants, British Columbia Television Broadcasting System Ltd., (formerly Vantel Broadcasting Co. Ltd.), respondent, and International Alliance of Theatrical Stage Employees of Moving Picture Machine Operators of the United States and Canada, respondent. The evidence did not warrant the Board reaching the opinion that the certified bargaining agent no longer represents a majority of employees in the unit for which it was certified (L.G., July, p. 638).

## Reasons for Judgment

in application for certification affecting

*Canadian Union of Public Employees*

*Hamilton Harbour Commissioners*

*International Longshoremen's Association*

Applicant

Respondent

Intervener

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and Harry Taylor, members. The judgment of the Board was delivered by the chairman.

This is an application for certification made under the Industrial Relations and Disputes Investigation Act.

The applicant applied to be certified as bargaining agent for a unit of employees of the respondent, comprising all employees of the respondent at Hamilton, Ont., including manual and maintenance employees, office employees, and members of the respondent's police force, subject to the exclusion of specified classifications of employees considered by the applicant to exercise management functions or to be employed in a confidential capacity in matters relating to labour relations.

After a hearing before this Board on the application, the Board found a unit of manual, maintenance and harbour employees of the respondent to be separately appropriate for collective bargaining and certified the applicant as bargaining agent for such unit. The Board found a unit of office employees of the respondent to be separately appropriate for collective bargaining, but rejected the application with respect to this unit for the reason that the applicant did

not have a majority of the employees in the unit as members in good standing.

The Board reserved its decision with respect to the application of the applicant to be certified as bargaining agent for members of the respondent's police force in order to give consideration to the evidence given, and representations made, with respect to the contention of the respondent that these persons were not employees within the meaning of the Industrial Relations and Disputes Investigation Act, and were not subject to the provisions of that act.

The reasons for judgment that deal with the issues so raised are:

The respondent, The Hamilton Harbour Commissioners, is a corporation established by The Hamilton Harbour Commissioners Act, Chap. 98, Statutes of Canada 1912, comprising three commissioners. The act provides that one of the commissioners shall be appointed by the Council of the City of Hamilton, and the other two by the Governor General in Council.

The respondent's jurisdiction extends within the limits of the Harbour of Hamilton, Ont., and includes authority, *inter alia*, to regulate and control the use and development of waterfront property, docks, wharfs, buildings, and equipment in connection therewith on the waterfront of the harbour.

Section 20 (1) of the said act provides that the respondent "may make by-laws, not contrary to law or to the provisions of this act for the following purposes", *inter alia*,

(a) To regulate and control navigation and all works and operations within the harbour, and to appoint constables and other officials to enforce the same, or to enforce the provisions of any statutes or marine regulations relating to the harbour.

(f) To maintain order and regularity and prevent thefts and depredations.

(j) For the government of all parties using the harbour and all vessels coming into or using the same and by such laws to impose tolls to be paid upon such vessels and upon such goods landed or shipped on board the same as they think fit, according to the use which may be made of the harbour and works afore-said.

Section 20 (2) of the said Act provides:

(2) No such by-law shall have force or effect until confirmed by the Governor in Council and published in the Canada Gazette and every such by-law shall, at least ten days before it is submitted to the Governor in Council, be served upon the city clerk of Hamilton.

Section 11 of the said Act provides:

11. The corporation may appoint a harbour-master and such other officers, assistants, engineers, clerks and servants as it deems necessary to carry out the objects and provisions of this act, and may allow them such compensation or salaries as it deems fitting and require and take from them such security for the due and faithful performance of their respective duties as it deems necessary.

The respondent has constituted, as a police force, a body of its employees consisting of a chief of marine police, a deputy chief of marine police, a chief-shore patrol, an assistant to the chief-shore patrol, and employees classified as harbour police patrolman, shore police patrolman, and gateman, and has designated it as The Hamilton Harbour Police Force.

Members of this police force are engaged in the same way as other employees of the respondent, by resolution of the commissioners. Their appointment is evidently made by the respondent under the authority of Section 11 of the act, since no by-law has ever been made by the respondent under the authority conferred upon the respondent by Section 20 (1) (a) of the act for the appointment of constables. Their employment

with the respondent is subject to termination in the same way as that of other employees of the respondent, namely by reference to the commissioners. They are paid by, and their remuneration and conditions of work are fixed by the respondent. Their conditions of work as regards holidays with pay, group insurance, workmen's compensation coverage and pensions, are those that apply to members of the police force and other employees of the respondent without distinction.

Each member of the police force, as soon as practicable after his appointment as a constable by the respondent, is taken by arrangement made by the respondent, before a county court judge for the Province of Ontario and sworn in as a special constable under Section 58 of The Police Act. C.298 RSO, 1960 as re-enacted by 1961-62, c. 105, s. 13 and amended by 1964 c. 92, s. 21. This section provides:

(1) The Commissioner, a county judge, a district court judge or a magistrate may, by written authority, appoint any person to act as special constable for such period, area and purpose as he deems expedient.

(2) Where an appointment is made under Subsection 1, written notice of the appointment and the circumstances that render it expedient shall be forthwith transmitted to the commission.

(3) The authority who has appointed a special constable, or the commission, may suspend or terminate the services of such constable, and written notice of the suspension or termination shall, if made by the commissioner, a judge or magistrate, be forthwith transmitted to the commission.

(4) Every authority appointing a special constable shall require him to take and subscribe on oath similar to that set out in Subsection 1 of Section 55. RSO 1950, c. 279, s. 56.

Section 55(1) of the said act provides:

Every person appointed to be a chief constable, other police officer or constable shall before entering on the duties of his office, and every special constable when thereunto required, take and subscribe the following oath:

*I .....do swear that I will well and duly serve Her Majesty the Queen in the Office of Constable (or as the case may be) for the ..... of ..... without favour or affection, malice or ill-will; and that to the best of my power, I will cause the peace to be kept and preserved, and prevent all offences against the persons and properties of Her Majesty's subjects; and that*

*while I continue to hold the said office, I will, to the best of my skill and knowledge, discharge all the duties thereof faithfully according to the law. So help me God. Sworn, etc.*

The duties of the members of the respondent's police force are in general to enforce the by-laws of the respondent. The harbour police patrol the waters of the harbour and help control traffic and enforce speed limits and supervise the conduct of boat owners in the marina operated by the respondent. On land they look after the buildings of the respondent, guard the property of lessees of harbour property, and supervise vehicle speed. Members of the force also enforce liquor laws and regulations within the harbour area.

The arguments put before the Board, on behalf of the respondent, are:

1. That while a member of the respondent's police force might otherwise fall clearly within the ordinary meaning of "employee" in the sense of a person who has been "employed" under a contract of service, once he becomes a special constable by appointment as such under The Police Act, he automatically ceases to be an employee of the respondent because a constable is not an employee.

2. That members of the respondent's police force are not in any event employees as defined by Section 2(1)(i) of the Industrial Relations and Disputes Investigation Act.

3. That members of the respondent's police force, by virtue of appointment of its members as special constables under Section 58 of The Police Act, are a police force to which the provisions of Section 26 of the act apply and as such are prohibited from joining a trade union. This section, which is included in Part II of the act under the heading "Municipal Police Forces", provides:

26. A member of a police force shall not remain or become a member of any trade union or of any organization that is affiliated directly or indirectly with a trade union. R.S.C. 1950, c. 279, s. 26.

The first two of these questions were raised by the Canadian National Railway Company on a recent application made by the Canadian National Railway Company to the Board to reconsider and revoke an order which it had made certifying the Canadian National Railways Police Association as bargaining agent for a unit of employees of the railway, consisting of sergeants and constables employed by that company, as members of the Canadian National Railways Police Force, and appointed as special constables pursuant to the provisions of the Railway Act, R.S.C. 1952, c. 234.

In its reasons for judgment given in respect of that application and delivered under date of July 30, 1965, the Board reached the conclusion that a person employed by the railway company as a member of the Canadian National Railways Police Force had been appointed as a special constable under the Railway Act, does not establish that he is not an employee of the railway company, within the meaning of the Industrial Relations and Disputes Investigation Act. The Board held that the sergeants and constables employed as members of the Canadian National Railways Police Force were employees within the definition of employee contained in Section 2(1)(i) of the said Act.

Upon examination and consideration of the relevant facts concerning the appointment and employment of the members of the respondent's police force by the respondent, and the nature of their work, and of the arguments advanced on behalf of the parties hereto, we do not find that there are any essential differences between the manner and nature of their employment by the respondent, or the nature of their duties and responsibilities and those of the members of the Canadian National Railways Police Force appointed special constables under the Railway Act.

The Board considers that the conclusions, which it arrived at in the case of the Canadian National Railways Police Association and the Canadian National Railway Company with respect to the status of the members of the railway police force, apply with equal force in the present instance. The Board finds that the police constables, patrolmen and gateman, who are members of the respondent's police force, are employees of the respondent within the meaning of the Industrial Relations and Disputes Investigation Act.

In view of this finding, the Board is unable to see in what manner the provisions of The Police Act, relied upon by the respondent, could apply so as to affect the rights accorded to, and obligations placed upon, these employees of the respondent and the respondent under the provisions of the Industrial Relations and Disputes Investigation Act.

In any event the Board is of opinion that the body of employees of the respondent designated as its police force is not a police force within the meaning of The Police Act.

The applicant did not contend, nor was evidence addressed to the Board to establish that the duties of the employees in the proposed bargaining unit, classified as harbour police patrolman, shore police patrolman, and gateman, warranted their exclusion from the application of the Industrial Rela-

tions and Disputes Investigation Act as persons employed in a confidential capacity in matters relating to labour relations, or as exercising management functions.

The Board, therefore, finds that the persons employed by the respondent, classified as harbour police patrolman, shore police patrolman, and gateman, and excluding the chief-marine police, deputy chief-marine police, chief-shore patrol, and assistant to chief-shore patrol, are employees of the respondent within the meaning of the Industrial Relations and Disputes Investigation

Act, and constitute a unit that is separately appropriate for collective bargaining.

The Board also finds a majority of employees in the unit to be members in good standing of the applicant. Certification is granted, accordingly, and an order will issue certifying the applicant as bargaining agent for the said bargaining unit.

(Sgd.) *A. H. Brown,*  
Chairman, for the Board.

Dated at Ottawa, September 3, 1965.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Alaska Trainship Corporation, and Canadian Merchant Service Guild, Inc. and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. Atomic Energy of Canada Limited, Pinawa, Man., and Local 938 of the Canadian Union of Public Employees (Conciliation Officer: C. Arthur Frey).

3. Detroit and Canada Tunnel Corporation of Detroit, Michigan, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: T. B. McRae).

4. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: C. Arthur Frey).

5. Robin Hood Flour Mills Limited (plant employees) Humberstone Plant, and Local 416 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: T. B. McRae).

6. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (freight agreement) (Conciliation Officer: T. B. McRae).

7. Frontenac Transport Limited, Quebec City, and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

### Settlements Reported by Conciliation Officers

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Technicians & Technologists, Local 1568 (CLC) (Conciliation Officer: T. B. McRae) (L.G., Sept., p. 820).

2. National Harbours Board, Port of Montreal and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier) (L.G., Sept., p. 820).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 404 of the Office Employees International Union (Conciliation Officer: T. B. McRae) (L.G., Oct., p. 932).

4. Co-operative de Transport Maritime et Aerien, Cap-aux-Meules, Iles de la Madeleine, Que., and Locals 15405 and 15410, District 50, United Mine Workers of America (Conciliation Officer: R. L. Fournier) (L.G., Oct., p. 932).

5. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emerson) (L.G., Oct., p. 932).

6. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 (CLC) (Conciliation Officer: T. B. McRae) (L.G., Aug., p. 735).

7. Atomic Energy of Canada Limited (Commercial Products Division, Ottawa) and Ottawa Atomic Energy Workers, Local 1541 (CLC) (Conciliation Officer: T. B. McRae) (L.G., June, p. 525).

### **Conciliation Boards Appointed**

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 932).

2. Canadian Lake Carriers Negotiating Committee and Canadian Merchant Service Guild, Inc. (L.G., Sept., p. 820).

### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and the International Association of Machinists (L.G., Oct., p. 933) was fully constituted in September with the appointment of W. H. Dickie of Toronto, as chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, G. W. Brown of Ottawa, and E. A. Smith of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Oct., p. 933) was fully constituted in September with the appointment of Maynard B. Golt, Q.C., of Montreal, as chairman. Mr. Golt was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Fernand Mousseau of Hull, and Francis Eady of Ottawa, who were previously appointed on the nomination of the companies and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd., Clarke Steamship Com-

pany Limited; and Albert G. Baker Limited, and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Oct., p. 933) was fully constituted in September with the appointment of His Honour Judge Joseph Bilodeau of Quebec City, as chairman. Judge Bilodeau was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean Girouard of Three Rivers, and P. H. Paquet of Montreal, who were previously appointed on the nomination of the company and union, respectively.

### **Board Report Received**

Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and the United Steelworkers of America (L.G., Sept., p. 821). The text of the report is reproduced below.

### **Settlements Reached following Conciliation Board Procedure**

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and Flin Flon Base Metal Workers' Federal Union No. 172 and seven international craft unions (L.G., Oct., p. 933).

2. Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union, No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (L.G., Oct., p. 934).

3. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 425).

### **Strike following Conciliation Board Procedure**

The Cumberland Railway Company (Sydney and Louisburg Division) and Brotherhood of Railroad Trainmen (L.G., Oct., p. 934). A stoppage of work commenced on September 19. H. R. Pettigrove and D. T. Cochrane were instructed by the Minister to act as conciliation officers by providing further mediation services to the parties.

## **Report of Board in Dispute between**

*Rio Algom Mines Limited (Nordic Mine)*

*and*

*United Steelworkers of America*

I have the honour to submit this report of the Board of Conciliation, established under the relevant section of the Industrial Relations and Disputes Investigation Act, in respect of a dispute between the aforementioned parties.

Official sittings of the Board were held at Elliot Lake, Ontario, on the 16th day of August, 1965, and in Sudbury, Ontario, on the 25th day of August, 1965.

The Board was unable to bring the parties to any agreement.

This report should contain suggestions to the parties for alternative courses of action that they might consider if a confrontation is not to become a collision. In normal circumstances, in a normal area, in a normal industry, this would be the objective of this Board. However, in this year 1965, not one of the three conditions of normalcy is present, and this Board is forced to roam far afield.

The first and foremost consideration of the Board must be for the abnormal consideration of the area in which this dispute has its origin—Elliot Lake. This isolated northern Ontario town has been created out of the wilderness with only one legitimate reason for its creation—the discovery and mining of uranium ore. An anticipated boom in the uranium industry has been suggested by both parties as being both possible and probable in the years 1970 and 1971, caused by the increased demands of a growing nuclear energy program. While this hopeful prediction is one that must cause great joy to the inhabitants of Elliot Lake, it is not likely to be of assistance in the resolution of either this dispute, or the next one that will occur either two or three years from now.

This Board sat at Elliot Lake. The members of the Board could not be unaware of the concern of the inhabitants that all possible steps be taken to ensure that no further disaster overtake their town. Those residents, other than miners, have an investment in the district that does not allow them to nominate a member of the Board, but whose interests must be the object of sympathetic concern to both the company and the union.

For these reasons the Board will earnestly recommend that this disagreement be not considered as just another industrial dispute—but separate and apart as one in which the actual life or death of a community is the issue.

The second instance of a departure from the norm must be the consideration of the settlements achieved through collective bargaining during the year 1965. In both large and small units the union membership has been accepting package deals that have been costing between 15 cents and 20 cents a year of agreement.

This Board has no fault to find with the range of settlements that have been achieved through the lawful processes of collective bargaining. What must concern this Board, however, is the degree of retardation, which the acceptance of a lesser package would inflict upon the employees of Nordic Mines now, as compared to the acceptance of a smaller settlement in other years. This Board does not think it unfair to suggest that the decision of the federal Government to peg the price of the products of the uranium mines for the purposes of stockpiling was made at a time when no one could anticipate the abnormal fluctuation of the cost of labour. The federal Government has been sufficiently flexible to enable it to consider favourably the findings of Mr. Justice Anderson concerning the Postal Workers' dispute. Perhaps a joint appeal by the company and the union might find equal consideration in this dispute.

The Board must also consider that the entire uranium industry is set apart from a normal business foundation. Many obvious considerations have forced all levels of Government to accept a varying degree of responsibility for the preservation of this sickly child. For the purposes of this Board, it should be sufficient for us to accept the fact that the Government of Canada has already accepted the principles of subsidization, stockpiling and preservation. Any suggested departures from the established practice that this Board might recommend are merely a matter of degree.

The Board will make suggestions that might assist the parties to resolve their dispute. However, if the company is to be allowed to continue to operate successfully—and if the union is to be allowed to achieve its legitimate financial aspirations—and if the community of Elliot Lake is to survive—then an alternative suggestion is the only one that contains any possibility of success. This alternative recommendation will be submitted at the end of this report.

The "issues in dispute", according to the Conciliation Officer, Mr. T. Bruce McRae, are as follows:

1. C.W.S.
2. Wages.
3. Seniority.
4. Hospitalization, P.S.I., etc.

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During September, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the United Steelworkers of America and Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont.

Each member of the Board contributed separately to the report.

The Board was under the chairmanship of Trevor R. Smith of Toronto. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith and Peter Podger, both of Toronto, nominees of the company and union, respectively.

5. Pension plan.
6. Vacations.
7. Statutory holidays.
8. Check-off.

At the Board, the issues were somewhat different. The company maintained that the adamant refusal of the union to consider any proposal that did not contain C.W.S. made it impossible for bargaining to continue. The union was prepared to allow the Chairman to attempt to achieve a settlement without C.W.S., if the monetary package was acceptable. The wage proposal of the company was then submitted as 5 cents, 5 cents and 5 cents for three years from ratification agreement, with settlement pay to be negotiated. At this time no union could accept a package of this size and achieve a voluntary endorsement from the membership. Therefore, despite the removal of the C.W.S. stumbling block, no hope of a settlement was (or is) evident.

The company submitted a 16-point proposal in an endeavour to achieve settlement. This proposal is submitted as follows:

1. Scope—Letter re voluntary recognition in present stated mines;
2. Re quirke—company proposals re 18, 19, 02;
3. Settlement pay—to be negotiated;
4. Dues shop—“No”
5. Strike and lock out—status quo—“Yes”
6. Management rights—status quo—“Yes”
7. Shift premiums—present wording: 8 cents, 10 cents—“Yes”
8. Statutory holidays—8—“Yes”
9. Vacations—C.L.S. code;
10. Bonus—Go back to original language;
11. Insurance—1:8:32, major medical, 50 per cent Company contribution;
12. Savings plan—Add 5 cents an hour to wage rate and drop plan;
13. Pensions—“No”
14. Sunday premium—“No”
15. Wages—5 cents: 5 cents: 5 cents;
16. Preamble, Articles 3, 9, 11, 12, 13, 18, 19, 22 and “Schedule A”.

It can never be disputed that one party to the dispute must make the first move—and that the first move should not contain all the concessions which that party is prepared to offer. On that basis the Board welcomed the proposal of the company, which accepted some of the desires of the union, and gave indications of other areas in which room to manoeuvre was apparent. There are certain proposals of the union still remaining which the union knows that it will not achieve in this instance through voluntary settlement. There are certain proposals of the company

concerning past concessions which the company knows it will not bargain out in a voluntary settlement. The Board is convinced that a settlement through “short-stoke” negotiations was both possible and probable had the wage package been adequately flexible.

Such was not the case.

### Recommendations of the Board

The Board will recommend that the present agreement be renewed for a period of three years from 16th August, 1965 until 15th August, 1968, unchanged save and except as may be necessary to give effect to the following recommendations:

1. that the proposal of the company, heretofore, be the basis of negotiation, and;
2. that the company abandon items 2 and 16, and;
3. that the union abandon items 4 and 13, and;
4. that the tentative agreement on items 1, 5, 6, 7, 8, 11 and 14 be confirmed, and;
5. that item 15 be amended to read 10 cents, 11 cents, 11 cents, and;
6. that item 3 be amended to read a lump sum approximately equal to 5 cents an hour for all straight time hours worked per employee between expiry and 15th August, 1965;
7. that the savings plan be continued throughout the life of this agreement, and;
8. that item 9 be delegated to a committee of both parties to further study the new evidence which the union has requested be considered—or

The Board, on behalf of the inhabitants of Elliot Lake, will earnestly recommend that the company and the union, by joint resolution, seek an audience with the federal Government to endeavour to obtain an increase in the pegged price of the stockpile pound of uranium ore, in order that the company may maintain a reasonable margin of profit, and the union obtain a reasonable area of increase.

### Conclusion

The chairman has read most carefully the reports submitted by both the company nominee and the union nominee.

The report of the union nominee contains recommendations that the chairman believes to be beyond that which may be achieved. However, it must be stated that the nominee has made his submission based upon his opinion of what should be the terms of final settlement. No quarrel can be maintained against the right and the duty of the nominee so to write.

Unfortunately the so-called "Minority Report" of the company nominee is of a different nature. Five of the six pages submitted are devoted to disparaging remarks concerning the wisdom of the so-called "Majority Report", but are devoid of constructive criticism. When one is reading the report, one is compelled to wait with bated breath for the subsequent emergence of those recommendations that alone can solve the problem. One waits in vain!

The chairman must state that it is his opinion that there exists an obligation inherent in the role of conciliator to report not only his failure to achieve a settlement, but also his opinions as to what he believes to be a possible solution to the dispute. Friends may be lost, and clients antagonized, but conscience may remain untroubled.

This report is respectfully submitted this 13th day of September, 1965.

(Sgd.) *Trevor R. Smith,*  
Chairman.

### UNION NOMINEE'S REPORT

I agree with the second, or alternative, recommendation of the chairman which, in essence, recommends a pattern settlement in a balanced collective bargaining environment of approximately 20 cents an hour a year. Whether or not this would require an increase in the pegged price of uranium ore is a matter that was not aired fully before our Board. This may, or may not be the case, but if it is so one would expect that the Government would have to treat the matter in the same way it is continually required to provide for justified cost escalation in all segments of its jurisdiction.

Whatever the case, I do not see why the union should be expected to accept the inferior settlement implicit in the chairman's first recommendation. Such a premise is not unlike that aired almost continually in negotiations with Canadian railroads. Employees should not be required to subsidize public policy by a contribution measured in sub standard wages and working conditions. It would be different if employees at "Nordic" were currently receiving benefits far in excess of other comparable industry. The facts are that the acceptance of the "pattern" settlement would do no more than maintain their current station in the scheme of realistic comparisons.

Shortly stated, therefore, I would recommend that there be a "package" settlement of 20 cents an hour a year on either a two or three year basis, and that such a settlement should include the following items which, on their merits, require immediate correction.

### Union Security

Currently, there is in force a voluntary irrevocable check-off of union dues. The union is requesting a "Dues Shop". It is unnecessary for me to embark on a philosophical discussion of union security. This type of argument was common to Conciliation Board reports of the early 1940's. There is no cost involved in this demand. The union has held the bargaining rights at the mine for almost 10 years. It is time, in my view, that the union was afforded the same recognition as 22 out of 29 mining companies located in Northern Ontario with which it has bargaining rights, including Stanrock Uranium Mines.

### Master Contract

There is a non-economic item involving a question of jurisdiction that consumed a large part of the Board's mediation effort. It involves the right of the union to represent employees at the various sites of the company in Elliot Lake, because of the fact that employees move from time to time to the various locations. Without going too deeply into the problem, I think it is enough to say that the Board was able to get tentative agreement on this point, and I see no difficulty with this item, subject to total agreement.

### Shift Premiums

Under the existing collective agreement, shift premiums of 3 cents an hour for afternoon shift, and 5 cents an hour for night shift, apply only to those workers on steady afternoon or night shifts. A premium of 4 cents an hour applies where employees alternate only between afternoon and night shifts, and no shift premium is payable for any other form of alternating shift work.

No premium pay for Saturday or Sunday is provided.

The union has proposed increases in shift premiums to 8 cents an hour for afternoons, and 10 cents an hour for nights, for shift work performed by alternate, as well as steady shift workers.

The union has also proposed the establishment of a 25 cent an hour premium for all hours worked on Saturday and Sunday, and not paid for on an overtime basis.

The company has offered to increase the existing premiums to 8 and 10 cents, but only on the basis of the existing system, i.e. that an employee work "off shifts" steadily.

It is trite to say that shift premiums are designed to compensate employees who are required to work hours that demand time away from their families and the day to day needs of their personal affairs. Indeed, I find it difficult to conceive how the company

can get employees to work swing shifts, other than begrudgingly, without equal premiums. I would recommend that the company's offer of 8 cents and 10 cents apply to alternating, as well as steady "off" shifts.

Additionally, I would recommend the establishing of a 15 cent premium for employees required to work on Saturday or Sunday.

### **Wage Payment Plan**

**Bonus Plan.** About 50 per cent of the 475 employees in the bargaining unit have their earnings determined by a company bonus system. The union, naturally, is concerned that the results of any negotiated improvement to the real earnings of bonus workers would be absorbed by the manipulation of bonus standards. What is the use, it argues, of negotiating wage increases if there is no guarantee that employees will benefit from them over the period of the agreement. I would recommend, therefore, the following principles be adopted by the parties on the bonus plan.

—(a) That the company supply the union with the details of existing standards relative to all bonus jobs.

—(b) That the contract provide that these standards be in effect for the life of the agreement subject to (c) below.

—(c) In the event of substantial change of a job due to technological change or new mining techniques, the bonus standards may be changed subject to the grievance procedure.

**Evaluation of Jobs.** I would recommend that during the term of the agreement the parties undertake to implement the co-operative wage study program, thus accepting a rational basis to determine the relative value of jobs.

These, therefore are the matters which I feel, on their merits, should be included in the terms of a new agreement. The company should of course be given "full marks" for the true value of each item and the remaining moneys applied to direct wages or any other fringe item to which the parties can agree.

All of which is respectfully submitted.

(Sgd.) P. Podger,  
Member.

### **COMPANY NOMINEE'S REPORT**

I have read the majority report of the Board of Conciliation that was established by the Minister of Labour of Canada to deal with the dispute.

With great respect to my colleagues on the Board, I cannot agree with their specific

recommendations, nor particularly with respect to the nature of these recommendations as contained in the report.

At the outset of the majority report, it is stated in part "However, in this year 1965, not one of the three conditions of normalcy is present, and the Board is forced to roam far afield." Such a statement by itself should be suspected. I am at a complete loss to understand what my colleagues could properly consider as "the normalcy" in any management-union dispute. It is obvious that different considerations will prevail in every industrial dispute. Be that as it may, I would submit with great respect, that there is no justification in the circumstances of this dispute, or for in any dispute of this nature for a Board, in order to support its recommendations, to resort to a form of mysticism whereby my colleagues concede they are "forced to roam far afield." Such a device, if it were universally adopted, must surely result in a real disservice to the parties involved in an industrial dispute, and is an abandonment by the Board of its proper role.

In my experience, where the parties have been unable to reach agreement, but are reasonably close to a settlement at the time the Board has exhausted its mediation efforts, (which was certainly not the case in this matter), the Board, in making any recommendations, should consider the evidence submitted by the parties in relation to the usual criteria in this regard, namely a comparison of wages and other benefits within the same geographic area, or perhaps within the same industry.

In the present situation, notwithstanding the differences between the parties, my colleagues have not only seen fit to make specific wage and other monetary recommendations, but have done so without any proper justification or support. They have indeed "roamed far afield." Certainly there was no adequate evidence adduced by the union to warrant the kind of recommendations as contained in the majority report. On the contrary, based on the company submission to the Board, there was no justification for any increase beyond its offer.

It is necessary to review, generally, what occurred during the Board's sessions with the parties. At Elliot Lake on August 16th, the representative for the union outlined to the Board the matters in dispute, and a statement was read by the Union representative covering some of the monetary items. This statement was the only evidence submitted by the union in support of its wage demand, and it contained a comparison of certain wage rates for miners, surface labourers and machinists paid by the company, and rates paid to employees in certain

iron ore mines. In most cases, the rates paid by the iron ore mines for these classifications are in excess of those paid by the company. It should be noted, however, that none of the mines operate within the area or vicinity of Elliot Lake. Further, the respective rates payable are extremely difficult to compare as the iron ore industry companies referred to are associated directly, or indirectly, with the steel industry and, therefore, should not constitute a proper yardstick for determining the rates payable in the uranium industry.

On the other hand, the company in its brief stated, in relation to the matter of wages:

"It is submitted that the company's basic wages have compared favourably with other companies in the non-ferrous base metal mining industry. (Refer Exhibit II) Exhibit II compares wage rates for miners, but job categories, other than miner would, in general, show the same relationship. Earnings for miners, by far the largest category of employees, are supplemented substantially by an average bonus that is currently slightly over 50 per cent of the hourly wage rate. The net result is that gross earnings of Nordic Miners are among the highest in the mining industry."

The exhibit attached by the company referred to other mines not all operating in the uranium industry which illustrated that the company's rates did in fact compare favourably. While the companies referred to are not generally in the uranium industry, the comparison did include one other that was in the uranium industry, was represented by the same union and operated in Elliot Lake. That comparison indicated that, with respect to the miners classification, the company is already paying in excess of the rates in effect for the other company in Elliot Lake for that classification.

In the face of this evidence, I am astonished to read what my colleagues have determined as a basis for settlement, generally and more specifically, a recommendation for a three year agreement with wage increases of 10 cents, 11 cents and 11 cents an hour respectively. Quite apart from other considerations, it is surely improper for this Board to attempt to impose upon the company increases in its operating costs, without any sound basis for doing so, and ignoring completely the evidence before it indicating that the Company's wages and other benefits compare favourably with those presently paid in the uranium industry in this area. I am completely at a loss to understand how my colleagues, who are not inexperienced in

these matters could arrive at such a conclusion in the face of the evidence before them. In doing so they have indulged in a form of crystal ball gazing that is not in the best interests of either the company or the union.

The only reference in the Majority Report that could support its recommendations is the statement that in both large and small units, package settlements have been accepted that cost between 15 cents and 20 cents per year of the agreement. There is no reference in the majority report to the source of such statement, and no evidence before the Board to support it. I would respectfully submit such a statement is not supported by recent settlements made by small and large companies. It is true, that in the automobile and rubber industry, for example, there have been cost settlements in the area suggested by the chairman, but they do not constitute a pattern on which a Board could possibly apply here.

Nor can I subscribe to the final recommendation contained in the majority report to the effect that both the Company and the union approach the federal Government to seek an increase for the stock pile price for uranium as set by the federal Government. I would suggest, with great respect, that no member of this Conciliation Board is qualified to make any comment as to the appropriateness of the present price for uranium as set by the Government, and I would consider it improper for this or any other Conciliation Board to make such a recommendation. I, therefore, find it necessary to disassociate myself completely from such a recommendation.

My experience in dealing with conciliation matters over a number of years, has been that a report of the Board containing recommendations should be based on evidence submitted to it by the parties. To do otherwise would result in a failure of the Board to fulfil its proper function namely, to assist the parties in reaching an amicable settlement.

It is with regret that I find I cannot agree, therefore, with the majority report. It is my opinion that there is no evidence to substantiate the recommendations that my colleagues have made, and having regard to the circumstances in this matter, it is my report that no specific recommendation should be given.

All of which is respectfully submitted.

Dated at Toronto, Ontario, this 21st day of September, 1965.

(Sgd.) D. Churchill-Smith,  
Member.

# Canadian Railway Office of Arbitration

## Releases Second Decisions, Nos. 11 to 14

Four separate disputes, each involving conductors and crews with similar claims for pay at yard rates, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on September 13, 1965.

In each case, the one-man tribunal of Magistrate J. A. Hanrahan disallowed the claims. His reasons were the same in each case and were based on Case No. 11.

The four claims and the award of the arbitrator in Cases Nos. 11, 12, 13 and 14 are:

**Case No. 11—***Dispute between the Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railway Trainmen over the claims of a conductor and crew for eight hours' pay at yard rates for switching at Brockville, Ont., November 25, 1962.*

The conductor and two brakemen reported at 3.15 a.m., November 25, 1962, to operate a westbound train. Prior to leaving Brockville, the crew were required to switch out and place 10 cars and the caboose on the train, and to set off one car from the train.

The work required about two hours, and the conductor, in addition to payment received under the provisions of Article 10, Rule (a), submitted a claim for eight hours' pay at yard rates for each member of the crew under the provisions of Articles 35 and 140 of the agreement, on the grounds that the work performed was yardmen's work. The company declined payment of the claims.

Similar claims were submitted by trainmen and yardmen on five occasions between December 12, 1962 and August 2, 1964 when road crews were required to perform similar service prior to leaving Brockville. The company also declined payment of these claims.

Article 35 of the agreement, under the heading "Trainmen relieving yardmen" reads: "Trainmen relieving yardmen, or performing yardmen's work, as defined in Article 140, at points where yardmen are employed, will be paid yardmen's rates and overtime conditions."

Article 140 of the agreement provides, in part: "Switching, transfer and industrial work, wholly within the recognized switching limits, will at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching required in connection with their own train and putting their own train away (including caboose) on a minimum number of tracks."

**Case No. 12—***Dispute between Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railway Trainmen over the claims of a conductor and crew for eight hours' pay at yard rates for work at Brockville, Ont., on December 18, 1962.*

The conductor and two brakemen arrived at Brockville on an eastbound train at 6.35 p.m. on December 18, 1962. The crew were required to place their train on one track in the yard, and to place their caboose on the caboose track. The caboose movement required about 35 minutes' work, and the conductor, in addition to payment received under the provisions of Article 10, Rule (b) submitted a claim for eight hours' pay at yard rates for each member of the crew under provisions of Articles 35 and 140 of the agreement, on the grounds that the work performed was yardmen's work. The company declined payment of the claims.

Similar claims were submitted by trainmen on eight other occasions between August 31, 1962, and May 17, 1963 when a road crew were required to place their caboose on the caboose track on arrival at Brockville. The company also declined payments of these claims.

**Case No. 13—***Dispute between the Canadian National Railways (Great Lakes Region) and the Brotherhood of Railway Trainmen over claims of a conductor and crew for eight hours' pay at yard rates for switching at Goderich, Ont., January 4, 1964.*

The conductor and two brakemen were assigned to turnaround service to the way freight operating daily from Stratford to Goderich and return to Stratford. On January 4, 1964, the way freight arrived at Goderich at 9.40 a.m. and departed at 2.15 p.m. for return to Stratford. While at Goderich, the conductor and crew placed empty cars, which had arrived in their train, at the Sifto Salt Co. plant, and picked up loaded cars at the same plant for movement on their train from Goderich. In addition to receiving full pay for the road trip, the conductor submitted a claim for eight hours' pay at yard rates for each member of the crew under the provisions of Articles 35 and 140 of the agreement, on the grounds that the switching performed at Goderich was yardmen's work. The company declined payment of the claims.

In addition, two yard helpers, who were on the spare board at Stratford, each claimed eight hours' pay at the yard helpers' rate under Article 140 of the agreement because

trainmen had allegedly performed yardmen's work at Goderich. The company also declined payment of these claims.

**Case No. 14—***Dispute between the Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railroad Trainmen over claims of a conductor and crew for eight hours' pay at yard rate at Montreal yard on April 17, 1963.*

The conductor and two brakemen arrived at Montreal yard on an extra train on April 17, 1963. The crew were required to place their caboose on one track, and the balance of their train, consisting of 15 cars, on another track. The work required 15 minutes, and the conductor, in addition to receiving payment under the provisions of Article 10, Rule (b), submitted a claim for eight hours' pay at yard rates for each member of the crew under the provisions of Articles 35 and 140 of the agreement, on the grounds that placing the caboose on a separate track from the train was yardmen's work. The company declined payment of the claims.

Similar claims were submitted by trainmen on 18 other occasions between January 16, 1963 and November 5, 1964 when a road crew were required to place their caboose on a separate track from the train at Montreal yard. The company also declined payment of these claims.

The award of the arbitrator in Case No. 11 said the yard was a closed yard, a term indicating yardmen are employed. Argument on behalf of the claimants was that where yardmen are employed in closed yards, the work of marshalling of trains and industrial switching belonged to those in that classification; that if roadmen are required to do work, as were those making this claim, they must be paid an additional amount, based on yardmen's rate.

The general chairman for the employees emphasized how Article 140 had been modified in certain instances in certain areas by railway officials, resulting in claims made under it being granted. The majority of these examples occurred before 1962, when the existing provision was renegotiated to change the wording from its former pattern.

The word "incidental" was deleted to be replaced by the words "in connection with." Also added were the words "... and putting their own train away (including caboose) on a minimum number of tracks."

The company's basic theme was that there was no ambiguity in the language used in Article 140; that a proper interpretation had been placed upon it; that what had occurred in isolated instances, as a result of special circumstances, was within the prerogative of management and in no way indicated an

intention to vary the mutually negotiated provision for all future application.

In the Brotherhood's presentation, there was a suggestion that the lack of practical experience in railroading on the part of some of those administering Article 140 had perhaps led to the difficulties created in this problem.

An understanding of the problems of the employees concerned, based upon a thorough understanding of railroading in general, is of primary importance to officials of the Brotherhood in assessing the justification of claims made by employees and, then, in attempting to gain for them the additional benefits or protection they seek during negotiating opportunities.

Once these negotiations cease, however, and the results have been finalized in a collective agreement, what becomes of greater importance is a comprehension of the law of contracts and canons of interpretation in order to permit a proper assessment of the scope of the applicable provision and the extent that it achieves what the membership sought. Intimate knowledge of switching fades in value by comparison with a recognition of the binding effect and scope of the language negotiated.

A few basic principles of interpretation that have a bearing upon the presentations were emphasized. First, what has happened in the past in the administration of a provision in a collective agreement is not to be considered in the interpretation unless there is ambiguity in the language used. If ambiguity does exist, "past practice," as it is commonly called, becomes important in attempting to determine what the parties had in mind in designing the provision.

It is well established by arbitration judgments that even though a company, over a considerable period, has improperly interpreted a provision in an agreement to its own detriment, it has the right to revert to a proper course once that becomes apparent.

In view of representations as to rulings made by company officials at certain points in connection with the application of Article 140, it should be understood that either party to an agreement may modify its rights for the benefit of the other in a particular situation without jeopardizing the prerogative to revert to the normal meaning in future. It is to be noted that the examples given to the arbitrator never took the form of a mutually agreed memorandum of interpretation or understanding, such as often occurred in questions arising between these parties. Such a memorandum, mutually executed, would, of course, govern all future matters they concern.

Again, because of representations made, it is necessary to emphasize that it is not the understanding a party had that must govern while a provision is being negotiated. It is the language finally used and the meaning it implies that charts the course for one asked to interpret it.

Proceeding from that premise, a great deal of the representations, both as to past history and negotiating discussions, can be set aside until the first important point is determined: whether the language used in the articles in question is ambiguous; that is, whether by applying the ordinary meaning to the words used, there is difficulty in ascertaining the intent of the parties, apart from claims made by either side.

If Article 35 made no reference to Article 140, there would be expressed the intention of the parties that all such work done by trainmen was to be paid for at yardmen's rates and under overtime conditions. However, the reference to Article 140 makes it necessary to examine it to ascertain the extent of the qualification negotiated.

In Article 140 we find: "Switching, transfer and industrial work, wholly within the recognized switching limits, will at points where yardmen are employed, be considered as service to which yardmen are entitled..."

If those words closed the provision, these claims would be granted. Such a provision would manifestly give yardmen sole rights to any such work performed in the areas described. However, and unfortunately for the view taken by the Brotherhood, it does not end there. This follows: "...But this is not intended to prevent trainmen from performing switching required in connection with their own trains and putting their own train away (including caboose) on a minimum number of tracks."

By the addition of those words, a total or exclusive right of yardmen to such work is reduced to the extent plainly stated. They are not entitled to do switching, transferring and industrial work that trainmen are required to do in connection with their own train.

Therefore, the words in Article 35 "...or performing yardmen's work as defined in Article 140" emerges as providing for occasions when trainmen are required to do switching, transferring or industrial work in closed yards, other than in connection with their own train.

The next logical question in interpreting Article 140 is, who has the right to "require" trainmen to do such work in connection with their trains? Obviously, unless the agreement curtails that right, and it does not, it would be management. Therefore, whatever switching, transferring and industrial work is

required by management of trainmen in connection with the train for which they are the crew, must be done by them. In doing so, because of this contractual assignment, they are not infringing upon the rights of yardmen.

There is no ambiguity in the language used in Article 140. A broad, all-inclusive obligation was agreed to by the parties "...switching required in connection with their own train..." As Prof. Bora Laskin put it in Case No. 804: "Switching includes pick-up as well as set-off of cars (as Article 18 shows) and where a road crew lifts cars destined for forward travel as part of its train, picking them up from a marshalling track area, whether it be on one track or on more than one, the work can only be described as 'switching incidental' to their own train or assignment."

The arbitrator added to Prof. Laskin's description as to the forward part of a trip, with which he was particularly concerned, such switching as is necessary upon arrival when it is done "in connection with the train for which they are the crew."

It is to be understood that if such switching is done by trainmen, they receive additional pay for performing such duties, as provided in Article 10, Rules (a) and (b).

Emphasis was placed in one of the claims made under Article 140 to the words "...putting their own train away (including caboose) on a minimum of tracks."

In view of the finding that, under this article, trainmen are required to do switching in connection with their own train, and to the fact that no negotiated limit has been placed upon that requirement, the term "minimum number of tracks" must remain a matter for determination by management in pursuance of their obligation to carry on an efficient operation.

Comment has been made that conversations during the negotiations and understandings gained therefrom by either party have no legal bearing upon the construction of the written provision. During the negotiations of 1961-62, the Brotherhood did attempt to have the words, then contained in Article 140, "performing switching incidental to their own train or assignment" deleted. In that they were unsuccessful.

Those words, of course, cannot now be deleted by the arbitrator. If yardmen are to gain complete proprietary rights in yards over all switching, transferring, etc., it remains a matter for future negotiations.

Further, if trainmen required to do this work at the initial or terminal stage of a trip in connection with their train are to receive, in addition to the extra pay now

*(Continued on page 1099)*

# Legal Decisions Affecting Labour

*Saskatchewan Court of Appeal rules conciliation board not subject to mandamus or certiorari. B.C. Supreme Court rules representation vote invalid. N.S. Supreme Court upholds decision of labour relations board on representation vote*

In Saskatchewan, the Court of Appeal held that a board of conciliation established under the Trade Union Act to consider a dispute regarding the suspension of an employee of the Saskatchewan Power Corporation was acting within its jurisdiction in upholding the claim that certain letters between the Corporation and the Minister of the Crown in charge of the Corporation should not be produced during the Board's investigation, on the grounds that the disclosure of such correspondence would be contrary to public interest and prejudicial to the proper functioning of the public service.

In British Columbia, the Supreme Court quashed an order of the Labour Relations Board certifying Local 1-424 of the International Woodworkers of America as a bargaining agent of Elgert Spruce Mills Limited on the ground that, by not affording to some eligible voters belonging to a non-employee class of voters a fair opportunity to cast their votes, the representation vote resulted in the denial of the principles of natural justice.

In Nova Scotia, the Supreme Court upheld the ruling of the Labour Relations Board by which the Board refused to certify Local No. 927 of the Teamsters Union as a bargaining agent for employees of Woodlawn Dairy Limited on the ground that the Labour Relations Board was acting within its jurisdiction in deciding the validity of a ballot cast in the representation vote, and in deciding that the union applying for certification had not been selected as a bargaining agent by the majority of the employees.

## Saskatchewan Court of Appeal . . .

**. . . rules a decision of conciliation board is not subject to mandamus nor to certiorari**

On February 15, 1965, the Saskatchewan Court of Appeal held that a board of conciliation established under s. 18 of the Saskatchewan Trade Union Act is not subject to *mandamus* or *certiorari* with regard to

its ruling as to the nature and admission of evidence that may be adduced before it.

The Oil, Chemical and Atomic Workers International Union, Local No. 9-649, has been a certified bargaining agent for certain employees of the Saskatchewan Power Corporation. On October 5, 1964, the company suspended or dismissed one of its employees. On November 17, 1964, the union applied to the Minister of Labour for the appointment of a board of conciliation with respect to the suspension or dismissal of the said employee, pursuant to s. 18 of the Saskatchewan Trade Union Act and the Regulations issued thereunder. Section 18 reads as follows:

S. 18 (1) The minister may establish a board of conciliation to investigate, conciliate and report upon any dispute between an employer or employers and a trade union or trade unions, or, if no trade union has been determined under this act as representing a majority of the employees concerned, between an employer and any of his employees affecting any terms or conditions of employment of any employees of such employer, or affecting or relating to the relations between such employer and all or any of his employees or relating to the interpretation of any agreement or clause thereof between an employer and a trade union.

(2) The chairman of a board of conciliation, or in his absence the acting chairman, shall have the powers of a commissioner under The Public Inquiries Act, and a Board may receive and accept such evidence on oath, affidavit or otherwise as in its discretion it may deem fit and proper.

The Minister complied with this request and, by an order dated December 29, 1964, established a board of conciliation to investigate, conciliate and report upon the dispute between the union and the employer respecting the suspension of the employee in question and on other related matters.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Under the powers granted under section 18 of the Act, the chairman of the Board issued a *subpoena duces tecum* directed to the acting general manager of the company, who appeared before the board and submitted a list of documents pertaining to the dispute which he was prepared to produce, except three letters. These consisted of a letter dated January 6, 1964, from the Minister in charge of the Saskatchewan Power Corporation to the then manager; a letter dated July 8, 1964, from the then manager to the Minister, and a letter dated October 5, 1964, from the Minister to the acting manager.

Council for the acting manager contended that these letters belonged to that class of documents which the public interest required to be withheld. The Minister in charge of the Saskatchewan Power Corporation, in an affidavit, objected to the production of these letters for the following reasons:

—that the communications belonged to a class of documents which, on the grounds of public interest, must be withheld from production;

—that such communications were in the class of inter-departmental or intra-departmental communications;

—that the disclosure of such documents would be contrary to the public interest in that it would be prejudicial to the proper functioning of the public service;

—and that it would tend to suppress freedom and candour of communications.

After hearing arguments by counsel, the Board, by a majority decision, sustained the objection taken by counsel for the company's acting manager and the Minister, and ruled that the said letters belonged to that class of documents which the public interest required to be withheld from publication, and that the claim to privilege was well founded.

The sittings of the Board were adjourned while the application was made for *mandamus* and *certiorari* to direct the production of the letters in question, or, alternatively, to quash the Board's decision that the said letters were privileged.

In applying for a writ of *mandamus*, the applicants asked for an order directing the company's manager to comply with the writ of *subpoena duces tecum* by producing for the Board the said letters, or for a similar order:

(a) requiring the Minister to produce the said letters, or

(b) requiring the chairman of the Board to enforce the writ of *subpoena* by requiring the production of the said letters, or

(c) requiring the Board to exercise the jurisdiction conferred on it by ss. 18 and 19 of the Trade Union Act.

The grounds for *mandamus* application were:

(1) that the Trade Union Act is binding upon the Crown and the Crown cannot thwart, prevent or limit the investigation, conciliation or report under the guise of Crown privilege;

(2) that the refusal of the Board to exercise its jurisdiction to compel production of the letters was based upon extraneous matters and constituted a denial of natural justice;

(3) that the Crown, in claiming privilege, was not acting in good faith;

(4) that the said letters were not privileged and the Board should not have sustained the claim for privilege without examining the letters.

In applying for *certiorari*, the applicants claimed that the Board's decision that the said letters were privileged should be quashed on the grounds already stated in support of the application for the writ of *mandamus*, as well as on the additional grounds that the Board erred in its decision and that such error was manifest upon the face of the record.

In his reasons for judgment, Chief Justice Culliton noted that Section 19 of the Trade Union Act authorizes the Minister to make Regulations respecting boards of conciliation and reads as follows:

S. 19 The Minister may make such regulations as he thinks fit in regard to the establishment of boards of conciliation and the appointment of the members including the chairman thereof by the nomination of the parties to the dispute or by himself and for the sittings, procedure and remuneration of such boards and publication of the reports of such boards with a view to the rapid disposition of any dispute.

Section 13 (2) of the regulations made under the foregoing section provides that "A board may accept, admit and call for such evidence as in equity and good conscience it thinks fit, whether strictly legal evidence or not." This regulation appears to be only a restatement of the power granted to the board under s. 18 (2) of the Act, which in part states, "... a board may receive and accept such evidence on oath, affidavit or otherwise as in its discretion it may deem fit and proper." In the opinion of Chief Justice Culliton, whether under the Act or regulations, or both, the board has complete dis-

cretion both as to the nature and the admissibility of the evidence that may be adduced.

Considering the question whether *mandamus* was applicable to the situation at bar, the Chief Justice adopted the statement made by Mr. Justice Gordon in *R. ex rel. F. W. Woolworth Company Limited and Slabick et al. v. Labour Relations Board of Saskatchewan*, (L.G. 1954, p. 1748), when he said:

It seems hardly necessary to say that in approaching this question it must be borne in mind that the applicant for the prerogative writ of *mandamus* must show a clear legal specific right to the relief asked. The duty must be imperative and not discretionary.

In Chief Justice Culliton's opinion, the applicants have failed to show any right to a writ of *mandamus* directed either to the chairman or to the Board. There was no suggestion that either the chairman or the Board has failed to perform any statutory duty imposed upon him or it, or that either has failed to exercise a jurisdiction which they have. The only complaint was that the Board erred in its ruling on privilege. In making that ruling, the Board exercised its discretion on a matter within its jurisdiction and, therefore, such decision was not the subject of *mandamus*. Moreover, Chief Justice Culliton added, *mandamus* is not the remedy to remove something which has been done, or to review what has been done. The court cannot exercise an appellate jurisdiction under the guise of *mandamus*.

Regarding the application for *certiorari*, Chief Justice Culliton stated that *certiorari* does not lie to question the Board's decision. The Board in question was an administrative tribunal performing neither a judicial nor quasi-judicial function (*F. F. Ayriss and Company et al. v. Board of Industrial Relations of Alberta et al.* (L.G. 1960, p. 477); *Guay v. Lafleur* (1964), 47 D.L.R. (2d) 226). Being an administrative tribunal, its decisions are not subject to review in *certiorari* proceedings (*Duplain v. Cameron et al.* (1960) 24 D.L.R. (2d) 619). Even if the Board in the case at bar could be held to be a judicial tribunal, *certiorari* would not lie to question a decision made within its jurisdiction [*Farrell et al v. Workmen's Compensation Board* (L.G. 1961, p. 474; L.G. 1962, p. 539); *R. v. Labour Relations Board of Saskatchewan, Ex p. Tag's Plumbing & Heating Ltd.* (L.G. 1962, p. 1289)].

In Chief Justice Culliton's view, the applicants, in seeking a writ of *mandamus* directed to the acting manager of the company and the Minister, have misconceived both the nature of the Board in question and

its functions. The issue of the *subpoena duces tecum* was an administrative act performed by the chairman. The argument that the *subpoena* constituted an order by the chairman imposing an absolute duty on the company's manager and depriving him of the right to object to the production of certain documents in his custody, could not be accepted. The company's manager fully complied with the *subpoena* and exercised a right which he had. Similarly, the Minister had a right to claim privilege on the ground of public policy. It was for the Board then to rule on the validity of the submission made by the company's manager and the Minister. This the Board did and that decision was not open to review.

Also, Chief Justice Culliton held that the allegation that in claiming privilege the Crown was not acting in good faith and was attempting to thwart the purposes of the Board was without foundation.

The court dismissed the application for *mandamus* and *certiorari*. *Regina v. Cliphsham et al, Ex parte Basken et al* (1965) 49 D.L.R. (2d) Part 8, p. 747.

## British Columbia Supreme Court . . .

. . . quashes certification order on grounds that representation vote taken was invalid

On December 11, 1964, Mr. Justice Branca of the British Columbia Supreme Court quashed a certification order on the ground that the representation vote taken was not in accordance with the provisions of the B.C. Labour Relations Act and the Regulations issued thereunder, and the fact that some eligible voters belonging to a non-employee class of voters were not given a fair opportunity to vote, constituted a denial of natural justice.

Elgert Spruce Mills Limited carries on the business of logging and manufacturing rough lumber in Quesnel, B.C.

On July 31, 1964, the International Woodworkers of America, Local 1-424, made an application to the Labour Relations Board to be certified as a bargaining agent for the employees of the company, pursuant to the provisions of the B.C. Labour Relations Act. Toward the end of August 1964, the company was notified that a representation vote would be taken on August 31, 1964. The vote resulted in 25 of the eligible voters being in favour of the application and 21 against. On September 23, at the request of the company, a hearing was held in respect of the taking of the representation vote. The Board certified the Union on September 30, 1964.

Following these events, the company applied to the court to have the certification order quashed.

Section 14(3) of the Labour Relations Act provides that the Board may make such regulations as it deems proper with respect to all matters necessary for the taking of a representation vote, including the defining of the expressions "representation vote" and "eligible to vote".

Pursuant to the powers conferred by Section 14(3) of the Act, the Board passed certain regulations (B.C. Reg. 55/61, Section 14) which, *inter alia*, provided that every employee eligible to vote should have a reasonable opportunity to do so [Section 14(3) (i)] and defined the expression "eligible to vote" in the following way:

Section 14(4). For the purpose of a vote under (a) Section 12(3) of the Act, the employees eligible to vote shall be the employees in the unit at the date of application for certification, except where otherwise determined by the Board and subject to Section 12(6) of the Act.

Section 14(4) of the Regulations provided that those eligible to vote may be employees classified as follows: (a) Employees in the unit for which certification is sought at the date of the application for certification and/or (b) A class other than those mentioned in the preceding paragraph, that is, a class determined by the Board itself, subject to Section 12(6) of the Act.

Section 12(6) of the Act provides that employees, who are absent from work during voting hours and who do not cast a ballot, shall not be counted amongst the eligible voters for the purpose of determining the number of eligible voters who go to make up a majority of the ballots cast in favour of a trade union. Such persons constitute a class of employees designated as eligible but whose vote, if not cast, shall not be considered in computing a majority vote.

However, Mr. Justice Branca noted that the Act says nothing in relation to former employees who, at the time of the vote, were no longer working for the company and who, therefore, were absent from work and who, though classed as eligible, did not vote. There is no statutory direction that such votes, if not cast, are not to be counted in computing a majority of those eligible to vote in arriving at a determination under Sub-section (4) of Section 12 of the Act.

Section 12(4) reads: (4) If, on the taking of a representation vote under subsection (3), a majority of the ballots of all those eligible to vote are cast in favour of the trade union, or if the Board is satisfied that a majority of the

employees in the unit were, at the date of the application, members in good standing of the trade-union, the Board shall certify the trade union for the employees in the unit.

In interpreting Section 12 of the Act, Mr. Justice Branca noted that if the Board, when an application is made for certification, is satisfied that a majority of the employees in the unit were at the date of the application members in good standing of the trade union, the Board shall certify the trade union for the employees in the appropriate unit (Section 12(4)). If, however, the Board is in doubt on that score, or if it is in doubt that a majority of the employees in the unit wish to be represented by the trade union making the application, the Board may then direct the taking of a representation vote (Section 12(3) (a) and (b)). If, upon the taking of a representation vote, a majority of the ballots of all those eligible to vote are cast in favour of the trade union, the Board shall certify the trade union for the employees in the unit involved (Section 12(4)). If, upon the taking of a representation vote, less than a majority of the ballots of all those eligible to vote are cast in favour of the trade union, the Board shall not certify the union.

If the question to be resolved is whether or not a majority of the employees of the unit "were at the date of the application" members in good standing of the union applying for certification, then, Mr. Justice Branca noted, the pattern laid down by Section 12 of the Act and B.C. Reg. 55/61, Section 14(4) (a) appears to be that the employees as of that date are the ones eligible to vote. Alternatively, if the question for determination on the part of the Board is whether a majority of the employees in the unit wish to be represented by the union applying for certification, the list of those eligible to vote is not clearly defined.

A list of eligible voters at the time of application may be an unfair one to determine the wishes of the employees, and this issue had to be resolved by the court in the case at bar. However, Mr. Justice Branca continued, under B.C. Reg. 55/61, Section 14(4) (a), the list of eligible voters may be one "otherwise determined by the Board and subject to Section 12(6) of the Act".

Section 12(6) reads: (6) In determining the number of eligible voters for the purpose of subsection (4), employees who are absent from work during voting hours and who do not cast their ballots shall not be counted as eligible.

Section 12 of the Act is not too clear and presents difficulties in its interpretation. In this respect, Mr. Justice Tysoe in *Re Bakery*

*and Confectionery Workers' International Union of America, Local 468 and Rotary Pie Service* (L.G. 1962, p. 857) stated:

A certification should not be granted unless the Board is satisfied that a majority of the employees in the unit are:

- (1) Members in good standing of the trade union making the application, and
- (2) Wish to be represented by the applicant.

The legislature has set out the point of time as to which (1) should be determined and in my respectful opinion has logically set it as the date of the application. The point of time as to which (2) should be determined has not been specifically set, but clearly it is not intended it should be as "at the date of the application".

When an employee casts his ballot he must surely be expressing his wish at that time and not as it was at some earlier time. By subsection (5) (b) of Section 12... it is provided that, if on the taking of such a vote less than a majority of the ballots of all those eligible to vote are cast in favour of the trade union, the Board shall not certify the trade union for the unit, and by Regulation 14(4) the employees eligible to vote are to be the employees in the unit at the date of application for certification except where otherwise determined by the Board.

The realities require that consideration be given to any material change in the relationship of the employees and the union or in the wishes of a majority of the employees which may take place between the date of the application and the time of the adjudication thereon. It would, I think, be contrary to the policy of the Act for the Board to ignore such events, although they may occur after the date of application.

These matters persuade me that the date of the application does not govern as to the wishes of a majority of the employees regarding representation by the union which makes the application for certification.

Resignation from the union may or may not mean that those who have resigned do not wish the union to represent them, but they are of sufficient significance to raise a serious doubt about the matter.

Considering the situation at bar, Mr. Justice Branca noted that the voters' list was the list of employees of the company as of the date of the application for certification. The representation vote was taken on

August 31, 1964. The voting list compiled and used consisted of 57 persons who were in the employ of the company on July 31, 1964 (being the date of the application for certification). Of the 57 persons designated as eligible to vote, 21 had, on or about August 31, 1964, ceased to be employees. Twenty of those had quit of their own accord, one person had been fired on August 13. Forty-six of the 57 eligible to vote cast a ballot. Nine of those casting a vote were no longer actual employees of the company; eight of that number had terminated their employment and one had been fired as stated. There were 12 remaining eligible voters who belonged to a non-employee class on August 31, 1964, who did not vote. These clearly did not come within the class of employees designated in Section 12(6) of the Act.

The company alleged that no opportunity to vote was given by the returning officer to these 12 eligible voters who belonged to a non-employee class. This was confirmed by the chairman of the Board and concurred in by the remaining members of the Board at the hearing before the Board, at which time the validity of the representation vote was questioned and inquired into.

Under B.C. Reg 55/61, Section 14(3)(i), the returning officer shall "provide that every employee eligible to vote has a reasonable opportunity so to do".

In the circumstances of the situation at bar, Mr. Justice Branca held that it cannot be said that the vote was taken in accordance with the Regulations, which are promulgated with a view of conducting a fair representation vote as between employer and employee in order to ascertain a certain result. It may be that the nine voters, who were no longer employees, voted for the union; it may equally well be that they did not. However, they voted and those votes were counted in order to arrive at the end result. However, it is equally true in the end result that 12 of the eligible voters may easily have upset the resultant factual vote of 25 in favour of certification and 21 against. Each and every one of the 12 were entitled to a reasonable opportunity to vote, which must include some notification to them that a vote was going to be taken at a designated time and place, the time appointed being one which, after the notification, would permit a reasonable opportunity to each eligible voter to vote should he so desire. The non-employees designated as eligible voters, the active employees, and the employer, in the opinion of Mr. Justice Branca, all had the right to expect that the representation vote would be,

as those words imply, truly representative, in order to ascertain the wishes of the employees.

Mr. Justice Branca stated further that the primary purpose of the representation vote was to ascertain whether or not a majority of the employees in the unit wished to be represented by the union making the application. In his view, that question had to be ascertained as of August 31, 1964 (the date of the representation vote). It seemed strange to him that, in ascertaining the wishes of the actual employees, 21 non-employees should vote and thus the industrial destiny of the actual employees be determined largely by people classed as eligible to vote, but who were no longer employees belonging to a unit that was to be affected. However, as nine non-employees voted, it seemed to him that 12 non-employees classed as eligible to vote should have been given a reasonable opportunity to vote.

In conclusion, Mr. Justice Branca held that the representation vote taken was not in accordance with the mandatory procedure directed by the terms of the Act and the Regulations, and was in denial of the principles of natural justice and, therefore, invalid and void.

The court granted a writ of *certiorari* and quashed the certification order of September 30, 1964. *Regina v. Labour Relations Board for British Columbia, Ex parte Elgert Spruce Mills Limited* (1965) 49 D.L.R. (2d) Part 1, Page 55; CCH, Canadian Labour Law Reporter, para. 14,078.

### Nova Scotia Supreme Court . . .

#### . . . upholds order of the Labour Relations Board refusing certification to trade union

On January 29, 1965, the Nova Scotia Supreme Court dismissed an application for writs of *certiorari* and *mandamus* and upheld an order of the Labour Relations Board refusing certification to a trade union which, in a representation vote, obtained 30 votes out of a total of 60 cast, since the Board was entitled to hold that the applying union had not been selected as the bargaining agent by a majority of the employees.

Local union No. 927 of the Teamsters, Chauffeurs, Warehousemen and Helpers applied on July 29, 1963, to the Nova Scotia Labour Relations Board for certification as a bargaining agent of a unit of employees of Woodlawn Dairy Limited of Dartmouth, N.S. The Board considered the application on August 19, 1963 in the presence of counsel for all parties, and directed that a vote of the employees of the dairy be held within the bargaining unit as provided by Section 9(4) of the Nova Scotia Trade Union Act.

The reason a representation vote was directed was that another union, Canadian Union of Chauffeurs, Dairy Workers, Warehousemen, Helpers and General Workers, Local No. 1 was already the bargaining agent for the employees of the dairy as of December 9, 1955, and some of these employees were in both unions. It was thus necessary, in order to ascertain the wishes of the majority of the employees, to submit the matter to a vote.

The voting took place on August 22, 1963 on the premises of the dairy with the following result:

No. of eligible voters .....	64
No. of votes cast in regular ballot box .....	60
No. voting for Teamsters .....	30
No. voting for Canadian Union ....	29
No. of spoiled ballots reserved for decision of the Board .....	1

The Labour Relations Board considered the vote and decided that 60 had voted, counting the reserved ballot as a vote but not counting it as a vote for either union, and thus held that the 30 who voted for the Teamsters was not a majority of the 60 voters. The Board thus reached the conclusion that the Teamsters had not been selected as their bargaining agent by a majority of the employees as required by s. 9(2) (b) of the Act, and dismissed the Teamsters' application for certification.

On October 18, 1963, the Teamsters asked for a reconsideration under s. 58 of the Act, submitting that the reserved ballot should not have been counted at all and, therefore, the number voting was 59, and the Teamsters, with 30 votes, had a majority.

The Board, accordingly, reconsidered the matter on November 29, 1963, and decided the ballot, which formerly it had rejected, was a good ballot for the Canadian Union. This made the vote stand at 30 to 30 and, since the Teamsters still did not have a majority of the 60 votes cast, the Board again dismissed the application on the ground that the Teamsters had not been selected by a majority of employees as their bargaining agent.

Following these events, the Teamsters union applied for a writ of *certiorari* to quash the orders of the Board and for a writ of *mandamus* to order the Board to certify the Teamsters union as a bargaining agent for the employees of Woodlawn Dairy.

Mr. Justice Bissett, who rendered the judgment of the court (with whom other judges concurred), limited the application for *certiorari* to the second order of the Board as, in his opinion, in its second order, the

Board came to the same conclusion as in the first order, but for different reasons, and when the second order came into effect, the first order ceased to exist.

Mr. Justice Bissett stated that the record, which the court had to consider, consisted of the second order of the Board and "all the matters recited" therein and, in order to quash the order, there must be "errors of law on its face" [*The Queen v. Labour Relations Board (Nova Scotia)* (L.G. 1962, p. 448)].

Further, he stated that in the *certiorari* application under consideration, the court could only consider three matters:

- (1) Was there an error in law on the face of the order of the Board?
- (2) Was there an excess of jurisdiction by the Board?
- (3) Was there a denial of natural justice by the Board?

With regard to the question whether there was an error in law on the face of the order, Mr. Justice Bissett considered the contention of the Teamsters that the reserved ballot should not have been counted at all. In his view, the determination of the intention of a voter is a question of fact and not of law and, therefore, not subject to *certiorari*. Besides, in his opinion, the reserved ballot was good as it appeared that the voter voted first for the Teamsters, and then changed his mind and voted for the Canadian Union. Further, he stated that the instructions on the notice of election signed by the chief executive officer of the Board, are only for the guidance of the voters and cannot affect the authority of the Board to decide whether a ballot is good or bad as provided for by the regulations. He concluded that there was no error in law on the face of the order.

Next, Mr. Justice Bissett considered the Teamster's contention that the Board exceeded its jurisdiction in failing to accept the report of the voting made to the Board by its chief executive officer that 60 votes were cast, that 30 members of the proposed bargaining unit voted for the Teamsters, that 29 voted for the Canadian Union and that one ballot was spoiled.

In the opinion of Mr. Justice Bissett, the chief executive officer did not report that one ballot was spoiled, but he reserved this ballot, which he called "spoiled", for the opinion of the Board.

Section 9B of the regulations, made by the Board, reads: "Where the Board has directed that a vote be taken of the

employees in a bargaining unit, the chief executive officer shall be responsible for the taking of the vote, and, subject to the direction of the Board shall have authority on behalf of the Board to determine all matters whatsoever pertaining to the taking of the vote, and to issue all directions deemed necessary by him for this purpose, and shall report the result of such vote to the Board for its further action.

In interpreting this provision, Mr. Justice Bissett stated that, because the chief executive officer has "authority on behalf of the Board to determine all matters whatsoever pertaining to the taking of the vote", he can reserve a ballot for consideration and decision by the Board. Further, he held that Section 9B of the regulations empowers the Board to deal itself with all voting matters when it so desires, which would include deciding the validity of a questioned ballot. Consequently, there was no excess of jurisdiction by the Board.

Next, Mr. Justice Bissett considered the allegation that there was a denial of natural justice by the Board. The Teamsters submitted that the Board held the reserved ballot to be good without giving them a proper opportunity to be heard on the matter. Mr. Justice Bissett stated that, at the hearing for reconsideration of the second order, counsel for the Teamsters had every opportunity to present his view as to what should be done with the reserved ballot. It was after a long argument that the Board decided that the rejected vote should properly have been counted for the Canadian Union, which was a correct decision, and the vote thus resulted in a tie and so there was no majority for either party. In the opinion of Mr. Justice Bissett, there was no denial of natural justice as counsel for the Teamsters was given every opportunity to be heard, and was dealt with most fairly by the Chairman of the Board.

Finally, Mr. Justice Bissett held that Section 11 of the Trade Union Act states that the Board "may" decertify an incumbent union. This phrasing imparts a discretion in the Board which therefore cannot be interfered with by *mandamus*.

The application for the writs of *certiorari* and *mandamus* was refused. *Regina v. Nova Scotia Labour Relations Board, Ex parte Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 927* (1965) 49 D.L.R. (2d) Part 8, p. 763; CCH, Canadian Labour Law Reporter, para. 14,058.

# Recent Regulations, Federal and Provincial

*Quebec issues new general minimum wage order increasing rates by 21 and 25 per cent to 85 cents an hour in Metropolitan Montreal. Alberta revises regulations on safety committees*

New regulations issued by the federal Government dealt with transitional assistance benefits for automotive workers, social insurance numbers and rates payable to civil servants for overtime and for work on holidays.

In Quebec, a new general minimum wage order increased rates by 21 and 25 per cent to 85 cents an hour in Metropolitan Montreal and to 80 cents elsewhere.

In Alberta, the regulations respecting safety committees were revised, and apprenticeship regulations were issued for the auto body mechanic, motor mechanic, ironworker and glassworker trades.

Newfoundland issued apprenticeship regulations for the cooking and bricklaying and masonry trades.

## Appropriation Acts

On September 22, the federal Government published the Transitional Assistance Benefit Regulations. The new regulations (SOR/65-410) set out the conditions under which workers in the automotive manufacturing and parts industries, who have become unemployed as a result of the operation of the Canada-United States agreement on automotive products, may obtain transitional assistance benefits.

## Civil Service Act

Among other changes, recent amendments to the Civil Service Regulations brought the provisions respecting payment for work on a holiday, and for overtime, into line with the requirements of the Canada Labour (Standards) Code.

One result is that civil servants who are required to work on a holiday must now be paid, in addition to their regular pay, time and one-half their hourly rate for all time worked.

Employees who are required to work on a holiday that falls on a day of rest, must be paid at the rate of two and one-half times their hourly rate if their standard weekly hours are less than 40, and three times their hourly rate if their standard work week is 40 or more hours.

Casual employees must now be paid for eight statutory holidays, if they have been continuously employed for a period of at least 30 days prior to the holiday. If required to work on a holiday, casual employees must be paid at the rate of one and one-half their hourly rate for all hours worked in addition to their normal pay.

Another change is that federal civil servants whose standard weekly hours are 40 or more must now be paid time and one-half for overtime. The provision providing for compensatory time off has been dropped.

The new regulations (SOR/65-370 and SOR/65-392) were gazetted on August 25 and September 8, respectively.

## Canada Pension Plan

The Canada Pension Plan (Social Insurance Numbers) Regulations (SOR/65-372) issued on August 25 set out the procedures to be followed when applying for a social insurance number.

Every person who has not already been assigned a social insurance number and is required by the Act to have one, must submit an application to the Unemployment Insurance Commission on the official form, giving the particulars specified.

Application forms may be obtained from any post office or from any office of the Unemployment Insurance Commission, the Department of National Revenue or the Department of National Health and Welfare.

## Alberta Apprenticeship Act

In Alberta, new apprenticeship regulations have been issued for the trades of motor mechanic, auto body mechanic, glassworker and ironworker.

The regulations for the motor mechanic and auto body mechanic trades were gazetted as Alta. Reg. 387/65, and Alta. Reg. 406/65, on July 31, replacing regulations for the motor vehicle repair trade issued in 1949. One reason for the change was that, in the revised list of apprenticeable trades issued last November, the trades of motor mechanic and auto body mechanic were listed as separate trades, replacing the motor vehicle repair trade.

The regulations for the trade of glassworker and ironworker (Alta. Reg. 502/65 and Alta. Reg. 503/65, gazetted September 15) are the first to be issued for these trades, that were designated as apprenticeable trades last winter.

In the four trades, the minimum age for apprentices is 16 years. No upper age limit is set, but preference will be given to persons under 25 years.

The minimum education requirement is Grade 9, or its equivalent, in the motor mechanic and auto body mechanic trades,

and Grade 10 in the glassworker and ironworker trades. As in other trades, persons with lower qualifications who are recommended by a local advisory committee may be accepted by the director of apprenticeship, provided they pass the prescribed examinations.

The term of apprenticeship in each of the trades consists of four periods of 12 months each. Each period is to consist of at least 1,800 hours of employment, including time spent attending the prescribed technical courses. As in other trades, time credits may be granted for technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two in the motor mechanic, auto body mechanic and glassworker trades, and one to three in the ironworker trade. In line with the usual practice, an employer who is a journeyman or who employs one journeyman will, however, be permitted to have one apprentice.

In the motor mechanic and auto body mechanic trades, the minimum wage payable to apprentices is 55 per cent of the prevailing journeyman's rate during the first period, increasing by 10 per cent each period to 85 per cent in the fourth period.

Apprentices in the ironworker trade must be paid at least 55 per cent of the prevailing journeyman's rate during the first period, 60 per cent the second, 70 per cent the third, and 80 per cent the fourth.

In the glassworker trade, the minimum starting rate for apprentices is 45 per cent of the journeyman's rate. This must be increased to 55 per cent during the second period, to 70 per cent during third, and to 85 per cent during the fourth period.

#### **Alberta Workmen's Compensation Act**

The Alberta Workmen's Compensation Board has revised its regulations governing safety committees. Among other changes, the new regulations place more direct responsibility on the employer to see that the safety committees carry out their duties. The new regulations apply to all industries within the scope of the Act.

Every employer with 20 or more employees must appoint a safety committee consisting of at least three workmen. One exception is an employer engaged in an industry classified as "low hazard". An employer whose operations are such that a safety committee cannot function efficiently is also exempted, provided the Board has approved an alternate arrangement.

The Board, on the other hand, may now require any employer, whatever the type or size of his establishment, to appoint a safety committee if it considers it in the interests of safety.

Previously, every employer with 10 or more employees had to establish a safety committee composed of at least two members. This rule applied only to operations above ground, however.

Under the new regulations, the onus is on the employer to see that the safety committee makes the reports, holds the meetings, and conducts the inspections required by the regulations.

A safety committee must inspect the employer's operations at least once a month, identifying hazardous conditions and unsafe procedures. It is also required to hold regular meetings at least once a month, and must report its findings to the employer, including its recommendations for the elimination of any dangers.

The employer, rather than the safety committee, is now responsible for sending to the Board a monthly report of the committee's activities. This report must be prepared in the form of a minute on the employer's stationery and must include the following information: the employer's name and Workmen's Compensation Board account number; the number of workmen employed; the date and place of the last committee meeting and the number of members who attended; the date and place of the next meeting; the inspection activities undertaken by the committee since the last report; the recommendations made by the committee, and the action taken by the employer.

#### **Newfoundland Apprenticeship Act**

In Newfoundland the cooking trade has been designated an apprenticeable trade and the first special regulations for the trade have been issued. The regulations went into force on June 18, and were published on July 20.

The first apprenticeship regulations to be issued for the bricklaying and masonry trade went into force on April 21. They were gazetted on July 20.

The new regulations apply throughout Newfoundland, except where the trades have been designated as apprenticeable trades under approved company training plans.

An apprenticeship training plan for the Wabash Mines also went into force on July 13, and was gazetted on July 20.

Apprentices in the cooking and bricklaying and masonry trades must be at least 16 years of age and must have at least Grade VIII or equivalent education. With the approval of the Provincial Apprenticeship Board, however, persons with a lower educational standard may be accepted if they were employed in the trades when the regulations were approved.

In the bricklaying and masonry trade, the term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction. In the cooking trade, the term of apprenticeship is three years or 6,000 hours, whichever is greater.

An apprentice in the bricklaying and masonry trade must attend classes for eight weeks the first year, six weeks the second and third years, and five weeks the fourth year. An apprentice cook must attend classes for eight weeks the first year, six weeks the second year, and eight weeks the third year.

The ratio of apprentices to journeymen is one to five in the bricklaying and masonry trade, and one to one in the cooking trade.

During the first period (six months or 1,000 hours, whichever is greater), an apprentice in the bricklaying and masonry trade must be paid not less than 40 per cent of the prevailing journeyman's wage in the place of employment. This must be increased by five per cent every period to 60 per cent in the fifth period. The minimum is 70 per cent of the journeyman's wage in the sixth period, increasing to 80 per cent in the seventh, and to 90 per cent in the eighth.

In the cooking trade, the minimum for apprentices is 50 per cent of the prevailing journeyman's rate during the first two periods, 65 per cent during the third and fourth periods, and 80 per cent during the fifth and sixth periods.

In no case, however, may an apprentice in either trade receive less than the wage set in the current minimum wage order.

### **Quebec Minimum Wage Act**

In Quebec, a new order of the Minimum Wage Commission establishing a general minimum wage of 85 cents an hour for employees in Zone I (Greater Montreal), and of 80 cents for workers in Zone II, was approved by O.C. 1765 on September 8 and went into force on October 1.

In addition to these immediate increases in the minimum wage, the Commission has published its recommendations for further increases in minimum rates. It has proposed that the minimum wage be further increased to \$1.05 an hour in the Montreal area, and to \$1 elsewhere in the province by April 1, 1967. A notice setting out the Commission's recommendations was published on September 18, stating that persons or organizations wishing to make representations must do so between October 1, 1965 and March 1, 1966. The Minister of Labour said that this would enable objections to be heard before a final order was submitted to the Cabinet for approval. He also said that the projected minimum wage levels might be achieved by stages.

*Coverage*—The new order applies to all industries, businesses and occupations, except agriculture and domestic service.

As before, some classes of employees are also exempted. They include: employees subject to another order or to a decree under the Collective Agreement Act; the employer's consort and his children; members of the clergy or a religious institution; blind persons working in establishments for the blind; and independent workers, whatever their basis of payment, who work outside the employer's establishment, and whose hours are not controlled by him.

In addition, the new order excludes three classes not previously exempted—student nurses; students who, during the school year, are working in establishments where an approved occupational training program is in effect; and students employed in summer camps or who carry out recreational or education programs for children.

*Zones*—As noted above, the province is again divided into two zones for purposes of this order. Zone I comprises the Metropolitan Montreal area, that includes Montreal Island, Isle Jesus, Isle Bizard, and the County of Chambly. Zone II covers the rest of the province.

*Hours*—As before, the rates set are based on a normal work week of 48 hours, and overtime must be paid for any additional hours worked.

*Minimum Rates and Overtime*—As noted above, the new order sets a general minimum wage of 85 cents an hour for employees in the Montreal area, and of 80 cents for workers in other parts of the province. The new rates represent increases of 21 per cent and 25 per cent over the previous minimums that were 70 cents an hour in Zone I, and 64 cents in Zone II. According to press reports, the Minister said that 100,000 workers had been receiving the old minimum rates.

In addition to the general minimums, the order sets special rates for three categories of workers—persons under 18 years; inexperienced workers; and watchmen who are provided with free living quarters.

The minimum for employees under 18 years is 65 cents an hour in Zone I, and 60 cents in Zone II. The Minister said the Government was doing this "to encourage young people to stay in school and complete their education, and at the same time to provide justice for the employers". The previous order did not differentiate solely on the basis of age, but set lower minimums for students and for occupations such as messenger, bellboy, pinsetter, etc. (56 cents and 52 cents an hour, depending on the location).

For the first 60 working days, persons on probation may be paid 10 cents less than the general minimum, that is 75 cents an

hour in Zone I, and 70 cents in Zone II. Previously, the minimums for inexperienced workers were 56 cents and 52 cents an hour, and were payable for a maximum period of six months.

The minimum for watchmen who are provided with free lodgings is \$45 a week in Zone I, and \$40 in Zone II.

As indicated above, the overtime rate is now one and one-half times the "going" rate, instead of time and one-half the minimum rate. There are also fewer exceptions than formerly. The only employees now exempted from the overtime requirements are watchmen provided with free lodgings, and employees of fishing establishments in specified areas along the Gulf of St. Lawrence.

The new order makes it quite clear that piece workers are to be paid wages at least equal to the minimum payable to time workers for a regular work week and for overtime.

Tips, as before, are regarded as the exclusive property of the employee. The employer may not deduct them nor may he count them as part of the wages to be paid, even with the employee's consent.

The provision requiring employers to pay for "waiting time" has been reworded. It now provides that the employee is to be considered as working when he is at the disposal of the employer and obliged to wait for work to be given to him.

The call-in-provision has also been revised. It no states that an employee who works less than three hours a day is entitled to at least three hours' pay at the minimum rate, unless he refuses to do the work requested of him.

**Deductions**—Deductions from the minimum wage continue to be prohibited unless authorized by a statute or a court order.

A new provision expressly prohibits an employer from making a deduction from the minimum wage for the purchase, use, and upkeep of a uniform that he requires the employee to wear.

If an employer furnishes an employee with board or lodgings or both, the maximum amounts that may now be deducted from the minimum wage are: 60 cents for single meals; \$3 for a week's lodging; and \$15 for a week's board and lodging.

**Weekly Rest**—The weekly rest provision has been reworded to make it clear that every employee is to be allowed a weekly rest of at least 24 consecutive hours, or two periods of 18 consecutive hours each.

**Payment of Wages**—Wages must be paid in currency or by cheque at regular intervals not exceeding 16 days. No other method of payment may be adopted without the approval of the Minimum Wage Commission.

**Records and Pay Statements**—The provisions making it mandatory for employers to keep records and to furnish employees with pay statements every pay day, are similar to those in the previous order, except that employers are now required to show the number of regular and overtime hours worked by all employees, whatever their wage rate. Previously, employers were not obliged to record the hours worked by employees hired for a fixed weekly, monthly or yearly wage who received at least \$60 a week in Zone I, and \$55 a week in Zone II, because such employees had no right to claim overtime.

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## Railway Arbitration Decisions

(Continued from page 1088)

provided for in Article 10, yardmen's compensation, that, too, remains a matter for future negotiation. It has not been achieved by the existing provisions.

Applying this reasoning to the facts set forth in this particular case, I find all switching claimed for was done "in connection with their own train" as provided for in Article 140.

This claim must, therefore, be disallowed.

With respect to the claims of yardmen, it should be clear from the foregoing that they have no claim upon switching, transferring, or industrial work when it is performed by trainmen in closed yards in connection with their trains.

Those claims are also disallowed.

# Monthly Report of Placement Operations of the National Employment Service

*Number of placements totalled 132,100 in September, which was 0.9 per cent lower than the total in September 1964 and 8.2 per cent above average for September since 1960*

Placements of workers by local offices of the National Employment Service during September numbered 132,100. This was 0.9 per cent lower than the total in September 1964. However, this total was 8.2 per cent above the average figure for the month during the previous five years.

The regional distribution of September placements, and the percentage changes from September 1964 were:

Atlantic .....	10,400	-3.2
Quebec .....	34,300	-2.3
Ontario .....	47,600	-0.1
Prairie .....	22,500	+6.1
Pacific .....	17,300	-6.8
CANADA .....	132,100	-0.9

Regular placements (those with an anticipated duration of more than six working days) totalled 87,400, an increase of 2.9 per cent over September 1964. The proportion of regular placements to all placements increased from 63.8 per cent in September 1964 to 66.2 per cent in September 1965.

Cumulative placement totals January to September amounted to 927,100, an increase of 2.3 per cent over the total for the same period in 1964.

The regional distribution of the cumulative totals, and the percentage changes from 1964, were:

Atlantic .....	67,500	+3.1
Quebec .....	240,900	-3.2
Ontario .....	319,400	+3.0
Prairie .....	170,700	+5.7
Pacific .....	128,600	+6.4
CANADA .....	927,100	+2.3

Male placements totalled 90,700 in September, an increase of 0.5 per cent over the total for September 1964. Regular placements of men increased by 3.4 per cent and accounted for the fractional gain in total male placements.

Regional distribution of the male placements, and the percentage changes from 1964 were:

Atlantic .....	7,300	-0.4
Quebec .....	24,300	-4.6
Ontario .....	31,200	+0.1
Prairie .....	15,900	+6.1
Pacific .....	12,000	+6.4
CANADA .....	90,700	+0.5

Female placements in September totalled 41,400, a decrease of 3.8 per cent from the total for September 1964. Decreases in casual placements and transfers-out of women were partially offset by increases in regular placements. Regional distribution of the female placements, and percentage changes from 1964 were:

Atlantic .....	3,100	-9.2
Quebec .....	10,000	+3.9
Ontario .....	16,400	-0.6
Prairie .....	6,700	+6.0
Pacific .....	5,200	-27.5
CANADA .....	41,400	-3.8

Placements requiring the movement of workers from one area to another totalled 11,300 during September. This was a decrease of almost 2,000 from the total in September 1964, and the proportion of such transfers to total placements decreased from 9.9 per cent in September 1964 to 8.5 per cent in September 1965.

Transfers-out, by region, were:

Atlantic .....	2,700
Quebec .....	5,300
Ontario .....	1,800
Prairie .....	500
Pacific .....	1,000
CANADA .....	11,300

Employers notified NES local offices of 172,100 vacancies during September. This was an increase of 5.0 per cent from the total in September 1964, and an increase of 23.7 per cent over the average for the month of September during the previous five years.

The increase in demand was common to all regions except Pacific, where there was a decrease in vacancies for women. Total vacancies for men, at 108,700, represented an increase of 6.9 per cent, and female vacancies which totalled 55,200, were up 1.2 per cent.

The cumulative total of vacancies, January to September inclusive, was 1,221,000. This was an increase of 5.6 per cent from the total for the corresponding period in 1964, and the highest number reported for any comparable period since 1947.

## UNEMPLOYMENT INSURANCE

# Monthly Report on Operation of the Unemployment Insurance Act

*At the end of August, there were 6.5 per cent fewer benefit claimants than on July 31 and 5.2 per cent fewer than at the end of August 1964. Ninety per cent of the decrease were males*

Claimants for unemployment insurance benefit on August 31 numbered 172,500, which was 6.5 per cent below the total of 184,400 on July 30, and 5.2 per cent less than the 182,000 reported on August 31 last year.

Females made up two thirds of the drop during August, but 90 per cent of the decrease from last year consisted of males.

### Initial and Renewal Claims

There were 83,900 initial and renewal claims during August, compared with 86,100 in July and 79,000 in August 1964.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 130,200 for August, 118,200 for July and 139,400 for August 1964.

Benefit payments amounted to \$12,800,000 in August, \$11,800,000 in July and \$13,200,000 in August 1964.

The average weekly payment was \$23.39 in August, \$23.83 in July and \$23.66 in August 1964.

### Insurance Registrations

On August 31, insurance books or contribution cards had been issued to 4,582,071 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 341,125, an increase of 325 since July 31.

### Enforcement Statistics

During August, 8,183 investigations were conducted by enforcement officers across Canada. Of these, 5,570 were spot checks of claims to verify the fulfilment of statutory conditions, and 800 were miscellaneous investigations. The remaining 1,813 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 313 cases, 123 against employers and 190 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 650.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled \$34,443,345.45, compared with \$33,597,133.92 in July and \$31,466,408.64 in August 1964.

Benefits paid in August totalled \$12,790,935.08, compared with \$11,828,778.54 in July and \$13,198,560.14 in August 1964.

The balance in the Fund on August 31 was \$81,456,772.57, on July 31 it was \$59,804,362.20 and in August 1964, it was \$18,826,357.90.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB 2497, May 28, 1965

#### Translation

**Summary of the Main Facts**—The claimant filed an initial application for benefit on December 30, 1964. He declared that his wife had died, and claimed the dependency rate applicable to a person with a dependant, in this case his daughter. He stated that his daughter was 20 years old, that she was attending a nursing course; that she was being paid \$15 a month as a student; and that the government was giving his daughter \$50 a month for room and board. He added that

he himself was spending about \$600 a year for his daughter's clothing, transportation expenses, books and petty expenses, and that during her holidays, she stayed with him, in the domestic establishment he maintains.

The insurance officer came to the conclusion that the claimant was not entitled to the dependency rate, inasmuch as he had not proved that he maintained a self-contained domestic establishment, and that he maintained his daughter wholly or mainly therein.

\* These do not necessarily relate to the investigations conducted during this period.

The claimant appealed from the decision of the insurance officer to a board of referees on the ground that he had to spend between \$600 and \$700 for his daughter this year and that he maintains the domestic establishment in which he lives. The claimant appeared at the hearing of his case by the board of referees on March 4, 1965.

The board of referees came to the conclusion that, although the dependant has neither hearth nor home in the claimant's residence, and does not live nor sleep nor take her meals regularly there, it is, nevertheless, true that it is her permanent residence because, being a minor, her residence, according to the civil law of the province of Quebec, is with her parents where she, moreover, spends all her holidays. The board concluded that she must be considered a permanent resident at her parent's home though working outside. The board added that as the dependant was not earning more than \$20 a week, she thus met the provisions of Regulation 168(2).

The insurance officer appealed for the following reasons:

... The board of referees erred in deciding that the claimant wholly or mainly maintains his daughter. On this point, the claimant himself stated that his daughter receives \$15 a month as a student nurse, and that the provincial government pays her \$50 for room and board. This represents an annual amount of \$780—a larger contribution than that of the claimant which, according to his statement, amounts to between \$600 and \$700 a year.

The board also erred in deciding that the claimant supported his daughter in a self-contained domestic establishment maintained by him, because the board of referees, after studying the facts brought to its attention, recognized that the dependant, claimed by the insured, does not ordinarily reside, nor sleep, nor take her meals regularly in the domestic establishment maintained by the claimant.

The board of referees erred in deciding that, according to the Unemployment Insurance Regulations, the dependant could have her residence in a place other than the one where she ordinarily resides, sleeps and takes her meals, simply because she is a minor and visits her father during her holidays.

The fact that the dependant's revenue does not exceed \$20 a week is not relevant, as that provision of the regulations is solely for the purpose of disqualifying, as a dependant, any person having such an income. The essential point in the present case is that the claimant

does not wholly or mainly support his supposed dependant, and that the latter is not supported in a self-contained domestic establishment maintained by the claimant. Consequently, the claimant does not prove his right to the dependency rate of benefit.

In CUB 1871, a similar case, that was brought to the attention of the board of referees in this instance, the umpire decided that the claimant had not proved that he was supporting his daughter in a domestic establishment under Regulation 168(1)(a). . . .

### Considerations and Conclusions

The text of sub-section (1)(a) of Regulation 168 is ambiguous for, when taking it separately and literally, one could undoubtedly conclude that the fact that a dependant has his domicile at the domestic establishment of the supporting person, even if he does not regularly reside, does not sleep nor take his meals therein, is sufficient to comply with the regulation. However, the above-mentioned subsection must be read in conjunction with section 47(3) of the Act, of which the relevant part reads as follows:

(a) a person with a dependant is (iv) a person who maintains a self-contained domestic establishment and supports therein, wholly and mainly, a person connected with him by blood relationship. . . .

The words "supports therein" of subparagraph (iv) make it an obligation for the dependant ordinarily to reside, sleep and take his meals in a domestic establishment maintained by the person who supports him.

Now, it is obvious that, even if, according to civil law, the minor daughter of the claimant in the present case has no other domicile than her father's, it is not her usual residence. For that only reason, and even if the claimant had proved satisfactorily, which is not the case, that he supported his daughter mainly, the decision of the board of referees must be invalidated.

Consequently, I decide to allow the appeal of the insurance officer.

### Decision CUB 2511, July 12, 1965

(Translation)

**Summary of the Main Facts**—The claimant, from Gales Ferry, Connecticut, U.S.A., filed an initial application for benefit at the New London (Connecticut) employment office, on August 21, 1964. According to the evidence, she registered for employment as an assembler (electronics). She was last employed as an assembler (electronics) . . . in Montreal from August 3, 1961 to May 21,

1964. Her hourly rate of pay was \$1.86. Her reason for leaving her job was as follows:

Quit my job to marry and move to this area. Am available for full-time work in area. Have own transportation. Will accept a minimum of \$1.86 an hour. Will look for work as assembler. Arrived in this area on May 29, 1964, to make my home.

On August 24, 1964, the claimant refused to apply for work as an assembler (electronics) with T . . . , New London, to which she was referred by the local office. The offer was for continuing employment, 8 hours a day, 40 hours a week (day work). The job was located 7 miles from her home. The offered rate of pay of \$1.25 an hour was the prevailing rate in that area. The employment office mentioned that the only transportation available was by automobile.

At the time of her refusal, the claimant stated, among other things, that she was available for full-time work in the New London area, that she had a car, that she would not accept less than \$1.86 an hour, and that she would look for a job as an assembler. The New London office commented that to ask for \$1.86 an hour was "way out of line".

In another statement, the New London office said: Claimant advised that wage restriction is severe. . . . Employment prospects at wage stated are remote.

On September 8, 1964, the insurance officer advised the claimant that she was disqualified and that benefit was suspended from August 23, 1964 to October 3, 1964, inclusive, because she had, without good cause, refused to apply for a situation in suitable employment (section 59(1)(a) of the Act).

On September 16, 1964, the claimant stated that she was prepared to accept not less than \$1.50 an hour. The New London office pointed out that the prevailing rate being \$1.30 an hour, her chances of finding work at \$1.50 were very remote.

On October 21, 1964, the claimant appealed to a board of referees stating:

. . . I refused work at T . . . . They offered me \$1.25 an hour. I was earning \$1.86. I cannot accept such wages. When I am offered wages close to what I was earning in Montreal, I will be ready to accept a job . . .

On October 27, 1964, the insurance officer advised the claimant that she was disqualified and that benefit was suspended from October 11, 1964. He added:

You have failed to prove that you were available for work within the meaning of section 54(2) (a) of the Unemployment Insurance Act. The restrictions placed by you with regard to the wage rate and the kind of work that

you would be prepared to accept, practically reduce to nothing your chances of obtaining employment in the circumstances.

On November 13, 1964, the claimant appealed this decision, stating:

. . . I was earning \$1.86 an hour, with the possibility of earning even more. The minimum wage in New London is \$1.25 an hour for any beginner. I am prepared to accept a decrease in wages from \$1.86 an hour to \$1.50 an hour here in New London in the same kind of work. I do not think that I am asking for the impossible—0.25 cents more an hour for a worker having nine years experience in electronics, compared to one with no experience . . .

Following an adjournment, the board of referees heard the case in Montreal on December 14, 1964. The claimant did not attend the hearing, but she was represented by . . . of the Confederation of National Trade Unions.

By a majority decision, the board of referees dismissed the appeal. The dissenting member stated:

After hearing the evidence given by . . . who represented both [the claimant] and the National Trade Unions, I am of the opinion that a person who has worked for nine years in the same trade should not allow her salary to be lowered from an hourly rate of \$1.86 to one of \$1.25. It would be useless for her to work for part of her life in order to obtain a fair wage and then, after being out of work for three months, to have to work at a minimum wage.

I am of the opinion that the claimant's entitlement to benefit should be re-established considering that the work is the same and that the claimant should receive at least the wages that she is prepared to accept, i.e. an hourly rate of \$1.50, and for that reason, I believe that the claimant had good cause to refuse such work.

On January 29, 1965, the claimant appealed to the Umpire, stating:

. . . We do not understand why she should be deprived of her right to unemployment insurance benefit, considering that, since August 21, 1964, she reported every week, thereby proving her availability for employment and her desire for work, without regard to the rate of pay which she would have a right to expect.

On December 28, 1964, she, by herself, succeeded in finding a position at an hourly rate of \$1.41.

If we take her record into consideration, we cannot accuse her of relying on unemployment insurance benefits because, over a period of 13 years, she very seldom had to apply for unemployment insurance benefits, and she was paid benefits for about 12 to 14 weeks.

After trying herself to find employment, she saw in all the area newspapers offers of employment at T . . . which the unemployment insurance office had not even mentioned to her.

#### **Grounds for Appeal**

1. After working for nine years in a trade that was paying her an hourly rate of \$1.86 at the time of separation, [the claimant] felt that she had the right to refuse an offer of an hourly rate of \$1.25 because, according to our interpretation of the Act, she was being denied similar conditions.

2. [The claimant] had to pay transportation costs and this altered the conditions.

#### **Availability**

The unemployment insurance office never referred [the claimant] to a new situation. Why blame her if she received no offer of employment, and concluded that she was not available for work because she once refused a position under conditions other than those that prevailed in her previous situation.

2. [The claimant] has proved her availability for work by reporting, without fail, to the unemployment insurance

office since August 21, 1964, even during the period when she was disqualified from receiving benefit.

3. [The claimant] further proved her availability for work by trying by herself to find employment, doing so because of the lack of any referral from the unemployment insurance office.

4. As a matter of fact, on December 28, 1964, [the claimant] succeeded in finding employment by herself at Y . . . , Pawcatuck, Connecticut . . .

#### **Considerations and Conclusions**

The most important fact in the case, a fact that neither the claimant nor her representative seemed to have taken into account, is that the claimant left an area where employment conditions were more favourable to her for another where, according to the evidence, they were not as favourable. Furthermore, it was of her own free will and for purely personal reasons that she moved to the other area.

In view of the foregoing, I consider that, according to the facts as submitted, the situation to which the claimant was referred on August 24, 1964, was suitable within the meaning of Section 59 of the Unemployment Insurance Act, and that she refused, without good cause, to apply for such employment. Furthermore, I am of the opinion that she has failed to prove her availability for work as required by section 54(2) (a) of the Act.

Consequently, I decide to confirm the majority decision of the board of referees and to dismiss the claimant's appeal.

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## **ILO Technical Meeting**

*(Continued from page 1030)*

The meeting also adopted a number of resolutions concerning the following questions: the development of tourism and related industries; seasonal and migrant workers; legal protection of foreign workers; vocational training; freedom of association and trade union rights; discrimination in employment; young workers; hygiene in hotels, restaurants and similar establishments; invalidity, old-age and survivors' pensions; and future action of the ILO concerning hotels and restaurants.

The meeting devoted most of its plenary sittings to a general discussion on the economic and social problems confronting the catering industry.

Delegates to the meeting came from Belgium, Brazil, France, Federal Republic of Germany, India, Italy, Japan, Kenya, Lebanon, Mexico, Nigeria, Senegal, Switzerland, Trinidad and Tobago, United Arab Republic, United Kingdom, United States, Union of Soviet Socialist Republics, Venezuela and Yugoslavia.

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in September

#### Works of Construction, Remodelling, Repair or Demolition

During September, the Department of Labour prepared 328 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 261 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 248 contracts not listed in this report that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	145	\$1,097,491.00
Post Office .....	5	134,296.23
Transport .....	2	42,529.80

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The federal Government's Fair Wages and Hours of Labour legislation ensures that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made During September

During September, the sum of \$7,917.15 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 142 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded During September

### DEPARTMENT OF AGRICULTURE

*Ottawa Ont:* Stan-Dix Construction Ltd, alterations to poultry & small animal bldg, CEF.  
*Saskatoon Sask:* A L Adams Construction Ltd, construction of prefabricated metal storage bldg.

### ATOMIC ENERGY OF CANADA

*Chalk River Ont:* John T Hepburn Ltd, supply & installation of structural steel, bldg 469, nuclear laboratories.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*St. John's Nfld:* Avalon Construction & Engineering Ltd, site work & landscaping, FP 5/54.  
*Montreal area Que:* Deschenes & Perreaut Ltée, silconing & caulking, St George Gardens.  
*St Laurent Que:* Cie Pavage Broadway Ltée, site improvement, Park Royal.  
*Kingston Ont:* Carefoot Holdings Ltd, construction of housing units, site works & landscaping, FP 6/64.

In addition, this Corporation awarded 13 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Bersimis Indian Agency Que:* Georges Deschenes, construction of basements for houses, Bersimis reserve.  
*Odanak-Lorette Indian Agency Que:* Charles Trudel Inc, asphalt paving of streets, Lorette reserve.  
*Sault Ste Marie Indian Agency Ont:* John McLeod & Sons Ltd, replacement of exterior water & sewer services, Shingwauk residential school.  
*Sioux Lookout Indian Agency Ont:* Atco Industries Ltd, construction of school & residence, Osnaburg day school.  
*Six Nations Indian Agency Ont:* G S Wark Ltd, construction of school with playroom, New Credit reserve.  
*Fisher River Indian Agency Man:* A Balcaen & Sons Ltd, alterations to teachers' residence, Fairford day school.  
*Norway House Indian Agency Man:* Midwest Mining Supplies Ltd, supply & installation of diesel electric generating set, Cross Lake residential school.  
*The Pas Indian Agency Man:* F W Sawatzky Co Ltd, repairs to roof, Guy residential school.  
*Hobbema Indian Agency Alta:* M S Gee, supply, hauling & spreading of gravel on road, Ermineskin reserve.  
*Saddle Lake Indian Agency Alta:* Gordy's Construction, gravelling of road, Saddle Lake reserve.  
*Nicola Indian Agency B C:* Atco Industries Ltd, construction of residence, Quilchena day school.  
*Terrace Indian Agency B C:* Atco Industries Ltd, erection of prefabricated schools & staff residence, Aiyansh day school.  
*Williams Lake Indian Agency B C:* Procter Electric, wiring of houses, Anahim reserve; Atco Industries Ltd, construction of staff residence, Alexis Creek.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Cornwallis N S:* AlSCO Distributors of Eastern Ontario Ltd, supply & installation of windows in bldgs, HMCS *Cornwallis*; Malach Roofing & Flooring Ltd, exterior renovations to bldgs, HMCS *Cornwallis*; D J Lowe Ltd, renewal of asbestos shingles on bldgs, HMCS *Cornwallis*.  
*Dartmouth N S:* Standard Construction Co Ltd, replacement of foundation timbers, French Cable wharf; Stevens & Fiske Construction Ltd, replacement of wooden doors, Shannon Park.  
*Greenwood N S:* AlSCO Distributors of Eastern Ontario Ltd, supply & installation of metal windows, RCAF station.  
*Halifax N S:* Malach Roofing & Flooring Ltd, reroofing of bldg D44, HMC dockyard; L G & M H Smith Ltd, repairs to quay wall, HMC dockyard.  
*Shearwater N S:* Dartmouth Asphalt Co Ltd, resurfacing of parade ground; Municipal Spraying & Contracting Ltd, repairs to road; Malach Roofing & Flooring Ltd, repairs to roof, "D" hangar, RCN air station.  
*Chatham N B:* Crown Construction Co Ltd, rehabilita-

tion of underground steam distribution system, RCAF station; North Shore Construction Ltd, resurfacing of roads, RCAF station. *near Morin Heights Que*: P M Entreprises Inc, reroofing of operations bldg, RCAF station, Lac St Denis. *Quebec Que*: Beaver Asphalt Paving Co Ltd, asphalt resurfacing & installation of curbs & drains, parade square, La Citadelle. *St Hubert Que*: Rosco Metal Products Ltd, aluminum cladding, hangar 6, RCAF station. *Valcartier Que*: D Larue Ltée, reroofing of bldgs, camp. *Val d'Or Que*: La Societe d'Entreprises Générales Ltée, asphalt surfacing of road, RCAF station. *Ville la Salle Que*: Always Maintenance Construction Ltd, reroofing of bldgs, naval supply depot. *Barriefield Ont*: Alasco Distributors of Eastern Ontario Ltd, supply & installation of storm-screen sash, bldg 39, camp. *Camp Borden Ont*: Semple-Gooder & Co Ltd, reroofing of bldgs. *Hamilton Ont*: Toronto Building Cleaning & Tuckpointing Ltd, removal of monitor roof & reshingling, armoury, James st. *Meaford Ont*: Semple-Gooder & Co Ltd, repairs to roof & installation of ceiling, bldg M100, camp. *Petawawa Ont*: Smiths Construction Co Arnprior Ltd, repairs to roads, camp; Malach Roofing & Flooring Ltd, reroofing of bldgs, camp. *Trenton Ont*: Ottawa Painting & Decorating Ltd, interior fire retardant painting of hangars, RCAF station. *Winnipeg Man*: Oswald Decorating Co, exterior painting of married quarters, Fort Osborne barracks. *Dundurn Sask*: Halls Associates (Western) Ltd, reroofing of magazines, camp. *Moose Jaw Sask*: Asphalt Services Ltd, asphalt paving, RCAF station; Moose Jaw Heating & Plumbing Co Ltd, installation of air conditioning, bldg 64. *Holberg B C*: Van's Contracting Co Ltd, replacement of watermains, RCAF station. *Nanose B C*: Stevenson Construction Co Ltd, construction of bldgs & services. *Sea Island B C*: Fred Welsh & Son Ltd, renovation of heating system, hangar 2.

## DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I*: Johnston's Ltd, renovation of heating system, headquarters bldg 1, RCAF station. *Bedford N S*: Nichols Contracting Ltd, removal & replacement of hot water heating mains from bldg 101 to bldg 100, RCN magazine. *Dartmouth N S*: Universal Pipe Line Welding Ltd, renewal of feed & return heating mains from bldg 10A32 to Protestant chapel, Shannon Park married quarters; Webb Engineering Ltd, removal of boiler from central heating plant, HMC dockyard, to new boiler room, French Cable wharf. *Debert N S*: Municipal Spraying & Contracting Ltd, repairs to asphalt paved areas, camp. *Greenwood N S*: Wylie P Hazelwood Ltd, exterior painting of trim on bldgs, RCAF station. *Halifax N S*: Croft Metal Products Ltd, supply & installation of steel storm-screen windows on bldgs 1, 2 & 4, married quarters, RCAF station *Gorsebrook*, South st; W & A Moir Ltd, replacement of fire escapes, bldgs 1 & 2, RCAF station *Gorsebrook*, South st; Standard Paving Maritime Ltd, repairs to & resurfacing of paved areas, Windsor Park; Western Plumbing & Heating Co Ltd, repairs to boilers & equipment, HMCS *Stadacona*. *Shearwater N S*: James F Lahey Ltd, exterior painting of married quarters, RCN air station; Webb Engineering Ltd, renewal of steam & return piping, RCN air station. *Chatham N B*: Canada Gunite Co Ltd, gunite resurfacing of interior & exterior of water reservoir, RCAF station; J D Creaghan Co Ltd, supply & installation of floor coverings, RCAF station; Byron MacDonald Ltd, exterior painting, RCAF station. *Mont Apica Que*: Potvin & Simard Enr, paving, RCAF station. *Montreal Que*: Jean-Paul Belainsky, repointing brick walls, demolishing & rebuilding chimney, 4171 Esplanade st; Gauthier & Frere Inc, installation of piping, insulation & valves, central heating plant, bldg 37, Longue Pointe depot; Laurentian Steeplejacks Ltd, interior & exterior painting of Jacques Cartier barracks. *St Hubert Que*: Jean-Paul Belainsky, painting of married quarters RCAF station; Richelieu Paving Ltd, asphalt paving, RCAF station. *St Jean Que*: Lorenzo Power, exterior painting of married quarters, RMC; Lorenzo Power, painting of roofs & eaves, RMC. *Val d'Or Que*: La Societe d'Entreprises Générales Ltée, installation of water pump & main. *Camp Borden Ont*: E S Fox Ltd, removal & replacement of gas furnaces. *Centralia Ont*: Haggis Construction Ltd, repairs to runways, taxi trips & parking area, RCAF station. *Falconbridge Ont*: Denis Biro, exterior painting of married quarters, RCAF station. *Kingston Ont*: Friendship Construction Co Ltd, erection of stone wall, RMC; Wright & North, replacement of counter tops, etc. *London Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of bldgs & blocks, Wolseley barracks; Dobson Roofing Ltd, repairs to roofs, Wolseley barracks; Ken Douglas, interior painting of bldgs, COD 27. *Meaford Ont*: Haavaniit's Springmount Nurseries & Landscaping, construction of air strip, AFV range. *Midland Ont*: Disher Farrand Ltd, repairs to roads & sidewalks, curbs & gutters, armoury. *Petawawa Ont*: John Kovacs, exterior painting of married quarters, camp. *Sioux Lookout Ont*: Easton Plumbing & Heating Contractors Ltd, modification of steam heating controls in barrack blocks, RCAF station; Sioux Lumber & Supply Co Ltd, repairs to roofs of barrack blocks, RCAF station. *Toronto Ont*: Frank Ignagni, exterior painting of Fort York armoury. *Trenton Ont*: Quinte Roofing Ltd, repairs to roof of cantilever hangar 10, RCAF station. *Uplands Ont*: Dibblee Construction Co Ltd, replacement of asphalt, RCAF station; Federal Electric Contractors,

installation of underground cables, RCAF station; Frederick Grodde Ltd, interior painting, central heating plant. *Shilo Man*: Canadian Insulation Ltd, installation of sprayed limpet insulation in metal butler type bldgs, camp; Central Construction Co Ltd, excavation & installation of reinforced concrete floor for steel bldgs, camp. *Winnipeg Man*: Fonseca Roofing & Sheet Metal Co, repairs to roof of bldgs P1 & P2, Fort Osborne barracks; Fort Garry Painting & Decorating, interior painting, floor sanding & refinishing, RCAF station. *Saskatoon Sask*: Deausy & Co Ltd, repairs to floors, HMCS *Unicorn*. *Beaverlodge Alta*: Wapiti Gravel Suppliers Ltd, asphalt repaving of roadway, RCAF station. *Ralston Alta*: Calgary Steeplejacks Ltd, repairs to & painting of reservoir, Suffield experimental station. *Esquimalt (Victoria) B C*: W R Menzies & Co Ltd, repairs to steam services & manhole 7, HMCS dockyard; Rawlings Plumbing & Heating Co Ltd, refitting heating boiler valves & controls, HMCS *Naden*. *Victoria B C*: Renfrew & Stewart Heating Ltd, roofing of areas of bldg 24, Royal Roads, Canadian Services College; Bray Refrigeration Ltd, replacement of walk in cooler in galley, Royal Roads, Colwood; Acme Commercial Painting, interior painting of bldg 1, John Stubbs school, Belmont Park.

In addition, this Department awarded 109 contracts containing the General Fair Wages Clause.

#### NATIONAL HARBOURS BOARD

*Halifax N S*: Fundy Construction Co Ltd, construction of marine tower & receiving system for grain elevator. *Montreal Que*: Terrebonne Construction (1965) Ltd, construction of transit sheds, Bickerdike pier; Mulco Inc, waterproofing deck slab of Jacques Cartier bridge (north of St Helen's Island); Richelieu Paving Ltd, resurfacing deck slab of Jacques Cartier bridge (north of St Helen's Island). *Prescott Ont*: Grenville Construction Ltd, construction of access road to transit shed, elevator. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, extension to jetty 3; Delta Dredge & Dock Ltd, renewal of bulkhead wall in front of DL 274; Colby Crane & Manufacturing Ltd, supply & installation of dockside crane; Vancouver Pile Driving & Contracting Co Ltd, construction of underpass, Brooksbank ave; Northland Machinery Supply Co Ltd, replacement of rope drives, elevator 1.

#### POST OFFICE DEPARTMENT

This Department awarded 12 contracts containing the General Fair Wages Clause.

#### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Brampton Ont*: Dunker Construction Co Ltd, construction of sewage treatment plant with digesters & sludge filter bldg, (phase 2). *Toronto Ont*: H A Harbridge Construction Ltd, pile driving & foundation work for substructure of incinerator bldg, main treatment plant. *La Riviere Man*: Pughs Construction Ltd, construction of sewage collection & disposal systems, Pembina. *Russell Man*: C & C Construction, extension to sewage collection & water distribution systems & sewage disposal lagoon.

#### DEPARTMENT OF PUBLIC WORKS

*Hopedale (Labr) Nfld*: Twillingate Engineering & Construction Co Ltd, construction of wharf. *Botwood Nfld*: T C Gorman (Nova Scotia) Ltd, construction of wharf & shed; Hollett's Construction Ltd, construction of RCMP quarters. *Calvert Nfld*: Power Construction Ltd, construction of retaining wall. *Gaultois Nfld*: Gid Sacrey Ltd, wharf reconstruction. *Gayside Nfld*: Guy Eveleigh, construction of wharf. *Lawn Nfld*: William A Trask Ltd, wharf extension. *Pilley's Island Nfld*: Twillingate Engineering & Construction Co Ltd, wharf repairs. *Pleasantville (St John's) Nfld*: Sanitary Cleaners Ltd, interior cleaning, bldg 102; Frank Melendy, exterior repairs & painting of various bldgs. *Port aux Basques Nfld*: McNamara Construction of Newfoundland Ltd, construction of ferry terminal facilities (part I). *Twillingate Nfld*: Twillingate Engineering & Construction Ltd, breakwater repairs. *Upper Amherst Cove Nfld*: Davis Construction Ltd, slipway extension. *Point Prim P E I*: Norman N MacLean, wharf repairs. *Canso N S*: T C Gorman (Nova Scotia) Ltd, harbour improvements, construction of cribs & pier. *Cape John N S*: Ronald C Goodall, breakwater repairs. *Feltzen South N S*: E K Potter Ltd, breakwater repairs. *Finlay Point N S*: Dunn Construction Co Ltd, breakwater improvements. *Gunning Cove N S*: B & M Comeau Construction Co Ltd, harbour improvements. *Little Liscomb N S*: Colin R MacDonald Ltd, construction of breakwater. *Lockeport N S*: Mosher & Rawding Ltd, wharf repairs. *Lower East Pubnico N S*: Rodney Contractors Ltd, installation of water supply system. *Nappan N S*: K P Allen Ltd, repairs to swine test station. *Spectacle Island N S*: Leonard W Shaw, harbour improvements. *Surette Island South N S*: Vincent M Babine, wharf extension. *Terence Bay N S*: Naugles Sand & Gravel Co Ltd, skidway repairs. *Tiverton N S*: Landers Ltd, wharf repairs. *Trout Cove*

N S: Mosher & Rawding Ltd, repairs to east breakwater. *Miscou N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Shippegan N B*: A C Mallet & Fils Cie Ltée, alterations & additions, fish inspection laboratory, Dept of Fisheries. *Amos Que*: J E Gosselin Inc, replacement of boilers, federal bldg. *Anse au Griffon Que*: Theodose Pelletier, harbour repairs. *Baie Comeau Que*: Plessis Construction Ltée, harbour repairs & improvements; Julien & Jacob Inc, construction of ramp between main & spur wharves. *Beloil Que*: Letourneau & Freres Ltd, construction of remedial works. *Blackpool Que*: J J Shea (1964) Ltd, construction of control booths, Customs & Immigration primary examination bldg. *Cap a L'Aigle Que*: Les Entreprises Cap Diamant Ltée, wharf repairs. *Cap Rouge Que*: Wilfrid Godbout, construction of remedial works. *Cap Sante Que*: Paul Emile Alain, construction of remedial works. *Carillon Que*: Maurice Brosseau, wharf repairs. *Gaspe (Sandy Beach) Que*: James Leblanc, wharf repairs. *Les Ecureuils Que*: Paul Emile Alain, construction of remedial works. *Neuville Que*: Paul Emile Alain, construction of protection wall. *Papineauville Que*: Ulysse Tremblay & Fils Ltée, demolition of bldg & construction of post office bldg. *Petite Vallee Que*: Germain Lemieux, repairs to landing. *Port Daniel (Marcil's Lane) Que*: Cecil H Beebe, wharf extension. *Quebec Que*: La Cooperative Maintenance du Québec Enr, interior cleaning of postal terminal bldg. *Ste Anne de Bellevue Que*: Town & Country Nurseries Ltd, landscaping, Fisheries research laboratory. *St Francois (IO) Que*: Wilfrid Godbout, construction of retaining wall. *St Gabriel de Brandon Que*: Clement Lacoursiere, repairs & alterations to federal bldg. *St Irene Que*: Les Entreprises Savard Inc, wharf repairs. *St Jean (IO) Que*: Wilfrid Godbout, construction of remedial works. *St Laurent Que*: Francis Hankin & Co Ltd, repairs to chimney, National Film Board, 3255 Cote de Liesse rd. *Sorel Que*: Sorel Mill & Builders Supply Ltd, improvements to yacht basin. *Varennnes Que*: Roger Messier, construction of retaining wall. *Don Mills Ont*: Building Maintenance Service, interior cleaning & maintenance of Trade & Commerce bldg. *Fitzroy Harbour Ont*: Burprom Ltd, construction of tourist launching ramp & mooring facility. *Ottawa Ont*: Coady Construction Ltd, construction of theatre & storage rooms, Brooke Claxton bldg; Beaudoin Construction Ltd, supply & installation of roofing & promenade decking, Lorne bldg; Nation-Wide Interior Maintenance Co Ltd, interior cleaning of bldgs, Post Office Dept headquarters, Confederation Heights; Normand-Farquharson Ltd, alterations to floors, Bourque bldg, Rideau st; Leslie Morgan, refinishing of woodwork, House of Commons Chamber; Stan-Dix Construction Ltd, general alterations to honey house, CEF; J R Seguin & Fils Ltée, installation of shavings & dust collector system, Plouffe Park, 1010 Somerset st; Pillar Construction Ltd, modifications to air conditioning, general alterations & painting, "B" bldg, Cartier Square; Fournier Van & Storage Ltd, moving of office furnishings from Union Station to 400 Laurier ave; Coady Construction Ltd, general alterations to 11th floor, Bourque bldg, Rideau st; Beaver Construction (Ottawa) Ltd, installation of water supply, reservoir pumphouse & site development, animal research institute, Greenbank farm; Tippet-Richardson (Ottawa) Ltd, moving office furnishings from various locations to Sir Wilfrid Laurier bldg, 340 Laurier ave; Toilet Laundries Ltd, linen towel service, Jackson bldg; Beaudoin Construction Ltd, replacement of windows, Finance bldg, Tunney's Pasture; The Canadian Linen Supply (Ont) Ltd, linen towel service, Hunter bldg. *Prescott Ont*: Burprom Ltd, wharf repairs. *Rockport Ont*: Strigley Construction, wharf repairs. *Sans Souci Ont*: Bar-Way Marine Ltd, wharf repairs. *South Porcupine Ont*: Albert Haigh, construction of seaplane base. *Toronto Ont*: Maxwell Plumbing & Heating, installation of boiler, postal station "C"; Canadian Building Maintenance, interior cleaning & maintenance of postal station "J". *Fort Churchill Man*: Manitoba Hydro, installation of Twin Lakes road powerline to radar site. *Winnipeg Man*: Ronburt Construction Co, alterations to 5th floor, federal bldg. *Lac La Biche Alta*: Wm Hamilton Construction Co Ltd, wharf repairs. *False Bay B C*: Victoria Pile Driving Co Ltd, wharf reconstruction. *Fort St James B C*: Hoy's Contracting Ltd, repairs to boathouse & wharf, RCMP detachment; Stuart-Takla Enterprises Ltd, harbour improvements. *Kootenay National Park B C*: Ernes Mines Ltd, construction of water diversion tunnel, Radium Hot Springs. *Mayne Island B C*: Harbour Pile Driving Co, wharf repairs. *New Brighton B C*: Ed Sawchuck Contracting Co Ltd, float renewal. *Pitt Meadows B C*: Vancouver Pile Driving & Contracting Co Ltd, construction of seaplane ramp. *Port McNeill B C*: Ed Sawchuck Contracting Co Ltd, float renewal. *Ucluelet West B C*: Victoria Pile Driving Co Ltd, wharf repairs. *Victoria B C*: Wakeman & Trimble Contractors Ltd, construction of pilotage bldg for Dept of Transport. *Yuculta Landing B C*: Pacific Piledriving Co Ltd, float renewal. *Fort Good Hope N W T*: Poole Construction Ltd, construction of residence & office for Dept of Citizenship & Immigration. *Fort Providence N W T*: Boreal Construction Ltd, construction of vessel haulout ways on Mackenzie river. *Tuktoyaktuk N W T*: Yukon Construction Co Ltd, application of gravel pad for gymnasium addition to school. *Watson Lake Road Y T*: Yukon Construction Co Ltd, construction of Big Campbell & Money Creek bridges. *Whitehorse Y T*: Triangle Building Supplies, modifications to plumbing & washrooms, federal bldg; E W Drebbitt,

replacement of counter tops & kitchen sinks, federal housing; Ace Painting & Decorating Co, sanding & resurfacing floors, federal housing.

In addition, this Department awarded 81 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*Deer Lake Nfld:* Webcon Ltd, erection of prefabricated metal storage bldg. *St John's Nfld:* All Sales Equipment Contracting Ltd, repairs to & resurfacing runway 11-29, airport. *Saint John N B:* Delta Electric Co Ltd, installation of lighting facilities on approach 14 & runway 05, airport. *Ancienne Lorette Que:* Nordbec Construction Inc, construction of transmitter site, Quebec airport; Arno Electrique Ltee, installation of identification lights & revisions to power distribution system, Quebec airport. *Baie Comeau Que:* Nordbec Construction Inc, installation of runway & taxiway lighting on runway 10-28 & low intensity lighting on approaches 10 & 28, airport. *near Carillon Que:* George V Riddell & Sons Ltd, construction of tie-up wall at Carillon lock on the Ottawa river. *Dorval Que:* Arno Electrique Ltée, installation of power supply to refueling station, Montreal international airport. *Fort Chimo Que:* The Tower Co (1961) Ltd, construction of dwellings. *Gaspe Que:* South Shore Paving Co Ltd, construction of runway, apron & taxi, airport. *Montreal Que:* The Highway Paving Co Ltd, repairs to overhead roadway, international terminal bldg. *Natashquan Que:* Nordbec Construction Inc, improvements to water supply system. *Nitchequon Que:* The Tower Co (1961) Ltd, site improvements. *St Anne de Bellevue Que:* Grant Mills Ltd, construction of concrete tie-up wall on Ste Anne canal. *Sept Iles Que:* A D'aoust Excavation site improvements & installations, Rawin; H J O'Connell Ltd, paving entrance road & car park, airport. *London Ont:* Bedard-Girard Ltd, renovations to LI lighting on approaches 05, 23 & 26, airport. *Malton Ont:* A Stroud Ltd, conversion of coal boilers to oil units, hangar T8, Toronto international airport; Badner & Lampert Construction Ltd, renovations to piping in sewage pumphouse, Toronto international airport; J M Fuller Ltd, construction of back beam marker bldg 05R, Toronto international airport; Frank Watts Sod & Seed Supply Co Ltd, landscaping & sodding air terminal complex, Toronto international airport. *North Bay Ont:* Bedard-Girard Ltd, renovations to taxiway lighting, airport. *Toronto Ont:* Champagne Electric Ltd, installation of visual approach slope indicator system for runways 08 & 26, etc, Toronto Island airport. *Uplands Ont:* A Lanctot Construction Co Ltd, modifications to air conditioning & heating in ticket lobby of air terminal bldg, Ottawa international airport; Bedard-Girard Ltd, installation of apron floodlighting, Ottawa international airport; Irving Contracting Ltd, reroofing of portion of hangar T58, Ottawa international airport; A G Reed Ltd, installation of taxiway lighting in old field area, Ottawa international airport. *The Pas Man:* F W Sawatzky Ltd, construction of dwelling & related work, airport. *Yorkton Sask:* McCormick Electric Ltd, revision of lighting for rebuilding taxiways & aircraft parking apron, airport. *Edmonton Alta:* McCormick Electric Ltd, installation of visual approach slope indicator on runway 29 & related work, international airport. *Grande Prairie Alta:* K & T Painting & Decorating, interior & exterior painting of dwelling & bldgs, airport, Dept of Transport. *Albert Head B C:* Bruce Cooke Building Construction Co Ltd, construction of dwelling & demolition of existing dwelling. *Pitt Meadows B C:* H A Sutton, construction of parallel taxi & taxi to seaplane base, airport. *Sandspit B C:* Walter Cabott Construction Ltd, extension to maintenance garage. *Smithers B C:* Western Water Wells & Hamelin Drilling Ltd, well drilling, airport. *Smith River B C:* D L Guthrie Construction, replacement of water distribution system & related work, airport. *Tofino B C:* Leebilt General Contractors Ltd, construction of pumphouse & related work, airport. *Vancouver B C:* Miller Cartage & Contracting Ltd, installation of asbestos cement pipe & related work, international airport. *Frobisher N W T:* Nordbec Construction Inc, relocation of radiosonde station. *Inuvik N W T:* Inuvik Painting & Decorating, interior & exterior painting of bldgs, Dept of Transport. *Burwash Landing & Destruction Bay Y T:* Yukon Construction Co Ltd, construction of aeradio station, dwellings & garage.

In addition, this Department awarded 33 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF VETERANS AFFAIRS

*Halifax N S:* Daniels & Mannard Ltd, interior painting of pavilion "A", Camp Hill hospital.

## PRICE INDEXES

### Consumer Price Index, October 1965

The consumer price index (1949=100) increased 0.1 per cent to 139.3 at the beginning of October from 139.1 in September.

The October index was 2.7 per cent higher than the October 1964 index of 135.6.

Increases in the indexes for clothing, health and personal care, housing, and recreation and reading outweighed a decline in the food index. The transportation index, and the tobacco and alcohol index were unchanged.

The food index declined 0.5 per cent to 135.7 from 136.4. Prices were lower for beef, bacon, lamb, most fresh vegetables, bananas, apples, grapes, frozen orange juice, canned corn, canned tomatoes and tomato juice, margarine, macaroni, tea and coffee. Higher prices were recorded for eggs, citrus fruit, potatoes, tomatoes, lettuce, fresh pork, ham, cottage roll, fish, and turkey.

The housing index rose 0.1 per cent to 141.6 from 141.5. The shelter component advanced slightly as a result of increased rents and home-ownership prices. The household operation component remained unchanged as lower prices for appliances and floor coverings were offset by higher prices for furniture, textiles, utensils and equipment, and telephone rates.

The clothing index increased 1.5 per cent to 123.2 from 121.4. Widespread price increases were recorded for both seasonal and other items in men's, women's and children's wear, including footwear. Mixed price movements occurred in piece goods.

The transportation index remained at 148.7. The automobile operation component advanced with higher gasoline prices in several cities but was offset by the decrease in the travel component which resulted from seasonally lower train fares.

The health and personal care index rose 0.6 per cent to 177.0 from 176.0. Scattered increases in doctors' and dentists' fees and optical care raised the health care component. The personal care component advanced slightly, with increased prices in personal care supplies.

The recreation and reading index edged up 0.1 per cent to 154.2 from 154.0. The recreation component rose fractionally as prices increased for radios, portable television receivers, phonograph records, bicycles, and bowling fees. The reading component held steady.

The tobacco and alcohol index was unchanged at 122.6.

Group indexes in October 1964 were: food 131.0, housing 139.2, clothing 120.7, transportation 141.4, health and personal care 170.0, recreation and reading 151.1, tobacco and alcohol 121.4.

### City Consumer Price Indexes, September 1965

Consumer price indexes (1949=100) declined in seven of the ten regional cities, between August and September, rose in two and remained unchanged in one. Movements ranged from a decrease of 1.1 per cent in St. John's to an increase of 0.4 per cent in Toronto.

Food indexes were lower in eight cities and higher in two. Housing indexes moved up slightly in seven cities and were constant in three. Clothing indexes showed fractional increases in nine cities and remained unchanged in one. Indexes for transportation rose in nine cities and fell in one. Health and personal care indexes were higher in five cities and unchanged in five. Recreation and reading indexes declined in all cities. Tobacco and alcohol indexes remained steady.

Regional consumer price index point changes between August and September were: St. John's -1.4 to 123.1\*; Halifax -0.7 to 134.8; Montreal -0.6 to 138.1; Saskatoon-Regina -0.4 to 132.2; Saint John -0.3 to 137.5; Ottawa -0.2 to 139.0; Winnipeg -0.1 to 135.3; Toronto +0.6 to 141.1; Vancouver +0.3 to 135.8; Edmonton-Calgary remained unchanged at 130.9.

### Wholesale Price Index, September 1965

Canada's general wholesale index (1935-39=100), eased down to 251.0 in September, 0.1 per cent lower than the August index of 251.2, but 2.7 per cent above the September 1964 index of 244.3.

The chemical products group index declined 0.9 per cent to 200.7 in September from 202.6 in August. The vegetable products group index moved down 0.6 per cent to 213.7 from 215.1. Decreases were recorded in textile products to 245.5 from 246.0, and animal products to 278.3 from 278.4.

The non-metallic minerals products group index rose 0.6 per cent to 192.4 from 191.2 in August. Increases were recorded for the following major group indexes: iron products to 267.4 from 267.0; non-ferrous metals products to 219.2 from 219.1; and wood products to 333.1 from 333.0.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 0.5 per cent to 233.9 from 235.1 in the four-week period ending September 24. The animal products index rose 0.3 per cent to 300.6 from 299.6, and the field products index dropped 2.1 per cent to 167.1 from 170.7.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in September to 344.5 from 344.0 in August. The price index of non-residential building materials (1949=100) was unchanged at 148.0.

\* On base June 1951=100.

## U.S. Consumer Price Index, September 1965

The United States consumer price index (1957-59=100), despite a large drop in some food prices, rose 0.2 per cent from 110 in August to a record high again of 110.2 in September. A year ago in September the index was 108.4.

The increase was caused largely by substantial increases in rents, along with higher costs for household fuels, maintenance, and apparel.

## British Index of Retail Prices, August 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 112.9 in mid-August, compared with 112.7 in mid-July and 107.8 in August 1964.

The index of food prices rose to 112.1 from 112.0 in July. Egg, milk and beef prices rose, while fresh vegetable prices dropped. Prices for the fuel and light group rose by nearly 0.5 per cent. Transport and vehicle prices remained unchanged.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 205

### Accident Prevention

1. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 9th, WASHINGTON, D.C. 1964. *Proceedings, June 23, 24, 25, 1964*. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1965. Pp. 441.

The Conference considered safety for health workers, construction workers, public employees, agricultural workers, as well as the importance of safety in occupational training, trades and services, safety design, control of environmental hazards, and off-the-job safety.

2. WORLD CONGRESS ON THE PREVENTION OF OCCUPATIONAL ACCIDENTS. 3rd, PARIS, 1961. *La recherche et le progrès au service de la prévention. [Compte-rendu du 3<sup>e</sup> Congrès mondial de prévention des risques professionnels, Paris, 22-27 mai, 1961]*. Paris, l'Institut national de sécurité, 1962]. Pp. 689.

The Congress was organized by l'Institut national de sécurité of France in co-operation with the International Social Security Association and the International Labour Office.

### Annual Reports

3. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review*, 1964. Toronto, 1965. Pp. 96.

4. ONTARIO. DEPARTMENT OF LABOUR. *Forty-fifth Annual Report for the Fiscal Year ending March 31, 1964*. Toronto, 1965. Pp. 103.

### Business

5. HARTMANN, HEINZ. *Authority and Organization in German Management*. Princeton, N.J., Princeton University Press, 1959. Pp. 318.

6. INDUSTRIAL COUNCIL FOR SOCIAL AND ECONOMIC STUDIES. *Structural Rationalisation; a study by a Swedish working group of the borderland between competition, cartels and Government measures*. Stockholm, 1960. Pp. 81.

Partial translation of Swedish text originally published in 1958.

"Structural rationalization" is defined in this study as "a reorganization, through agreements or through other means, of entire industries in order to obtain a better adaptation to market conditions and a better internal division of labour and organization of work." This study examines Swedish industry.

7. OHIO. STATE UNIVERSITY, KENT. BUREAU OF ECONOMICS AND BUSINESS RESEARCH. *Education for International Business, a Concept*, by Wilfried A. Hoelliege, Kent, 1964. Pp. 60.

Partial Contents: The nature of international business. International management for multinational markets. Classifying international business subjects. The sequence of teaching international business. Teaching the teachers of international business subjects. Teaching materials and methods. Financing the program in international business. Incentive programs for faculty and students.

8. MAYNARD, HAROLD HOWARD. *Sales Management*, by Harold H. Maynard and James H. Davis. 3d ed. New York, Ronald Press Co., 1957. Pp. 666.

A revision of *Sales Management*, by Herman C. Nolan and Harold H. Maynard, first published in 1940.

## Disabled—Rehabilitation

9. NATIONAL SOCIETY FOR CRIPPLED CHILDREN AND ADULTS. *Contract Procurement Practices of Sheltered Workshops*, by Michael M. Dolnick . . . Chicago, c1963. Pp. 98.

"This investigation was supported, in part, by research grant number RD-453 from the Vocational Rehabilitation Administration, Department of Health, Education, and a grant from the Easter Seal Research Foundation of the National Society for Crippled Children and Adults."

10. SOCIAL CASEWORK. *Casework Services for Parents of Handicapped Children; Ten Papers reprinted from Social Casework*. New York, Family Service Association of America [c 1957-1963]. Pp. 64.

## Economic Conditions

11. CANADIAN TAX FOUNDATION. *Provincial Finances*. [2d ed]. Toronto, 1965. Pp. 200.

Contents: The provincial Governments in the economy. Comparative statistics of provincial finance. Sources of revenue—taxation. Non-taxation revenue. Municipal Government—organization and assistance. Education, transportation, health and hospitalization. Public welfare. Administration of justice. Industrial development. Natural resources and agriculture. Provincial profiles. Includes index, by province.

12. GEORGE WASHINGTON UNIVERSITY, WASHINGTON, D.C. WEALTH INVENTORY PLANNING STUDY. *Measuring the Nation's Wealth. Materials developed by the Wealth Inventory Planning Study, the George Washington University and presented by the Conference on Research in Income and Wealth to the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States*. Washington, GPO, 1964. Pp. xxxi, 835.

At head of title: 88th Cong., 2d sess. Joint committee print. Issued by the National Bureau of Economic Research as its Vol. 29 of Studies in Income and Wealth.

"The general objective of Wealth Inventory Planning Study has been to analyze the problems and possibilities of a comprehensive inventory of national wealth, and to prepare guidelines for the collection of needed data and the estimates of wealth by significant categories."

13. *Stabilization Policies; a Series of Research Studies prepared for the Commission on Money and Credit* [by] E. Cary Brown [and others] Englewood Cliffs, N.J., Prentice-Hall [1964, c1963]. Pp. 558.

## Education

14. BECKER, GARY STANLEY. *Human Capital; a Theoretical and Empirical Analysis, with Special Reference to Education*. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1964. Pp. xvi, 187.

"This study is concerned with activities that influence future monetary and psychic income by increasing the resources in people. These activities are called investments in human capital." Such investments include schooling, on-the-job training, medical care, etc., and they improve skills, knowledge, or health, thus helping to increase money incomes.

15. HUGHES, JOHN LEO, ed. *Programed Learning: a Critical Evaluation*. Chicago, Educational Methods, 1963. Pp. 238.

16. WALCUTT, CHARLES CHILD, ed. *Tomorrow's Illiterates: the State of Reading Instruction Today*. With an introduction by Jacques Barzun. 1st ed., Boston, Little, Brown, 1961. Pp. 168. Sponsored by the Council for Basic Education.

## Education, Vocational

17. LEGISLATIVE WORK CONFERENCE OF THE SOUTHERN REGIONAL EDUCATION BOARD. 13th, WILLIAMSBURG, VA., 1964. *Technical-Vocational Education and the Community College; Proceedings*. [Atlanta, Ga., 1964?]. Pp. 81.

Conference held in Williamsburg, Va., August 27-29, 1964.

18. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Training of Technicians in Ireland*. Paris, 1964. Pp. 112.

The OECD carried out a survey in Ireland to review the 'adequacy' of technical education in relation to economic development. Therefore, this report considers the question of educating and training technicians and the supply and demand for them.

## Labour Laws and Legislation

19. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration; Proceedings, 47th Convention, Vancouver, B.C., August 10-13, 1964*. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1965, Pp. 243.

20. U.S. BUREAU OF LABOUR STATISTICS. *Labor Law and Practice in the U.S.S.R.* Washington, GPO, 1964. Pp. 85.

Provides background material on the Russian people and their culture, manpower resources, government, labour legislation, industrial relations, employment practices, wages and hours, and working conditions, etc.

## Labour Organization

21. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Audio Visual Aids*. Brussels, 1960. Pp. 26.

Discusses audio-visual aids (films, filmstrips, radio and recordings, television, etc.) that can be used by trade unions and workers' educational associations when they plan educational programs.

22. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The European Trade Union Movement within the ICFTU*. Brussels, 1964. Pp. 120.

Briefly examines the structure of trade unions in 17 European countries.

23. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The History of Trade Unions in Latin America*. Brussels, 1963. Pp. 20.

24. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *International Trade Secretariats*. Brussels, 1962. Pp. 94.

25. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Manual for Trade Union Educators*. Rev. ed. Brussels, 1962. Pp. 29.

Contents: The education committee. Responsibilities of an active trade union education committee. Planning the program. Selection of participants. Selection of teachers. Some methods and techniques commonly used in trade union education programs. Tools in trade union education.

26. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Trade Union Training*. Brussels, 1960. Pp. 42.

Partial Contents: Relationship of trade union educational and organizational work. Organizational forms of trade union education. Educational facilities offered by the ICFTU.

27. REYNAUD, JEAN-DANIEL. *Les syndicats en France*. Paris, Librairie Armand Colin, c1963. Pp. [290].

#### Labouring Classes

28. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Pension Plans under Collective Bargaining; a Reference Guide for Trade Unions*. [Washington, 1964?] Pp. 131.

29. GOURLAY, JACK G. *The Negro Salaried Worker* [by] Jack G. Gourlay. New York, American Management Association, 1965. Pp. 103.

Partial Contents: The Negro in business and industry. The drive for jobs. The management policy decision. After hiring: the Negro's placement and promotion. The Negro in supervisory and management positions.

30. HARRISON, ROYDEN JOHN. *Before the Socialists; Studies in Labour and Politics, 1861-1881*. London, Routledge & Kegan Paul; Toronto, University of Toronto Press, 1965. Pp. 369.

"This is a book about working-class politics during the two decades which separated the last of the Chartists from the first of the modern Socialists." The book contains six essays.

31. PIERSON, JOHN HERMAN GROESBECK. *Insuring Full Employment; a United States Policy for Domestic Prosperity and World Development*. Foreword by Hubert H. Humphrey. New York, Viking Press, 1964. Pp. 305.

The author, an economist with the United Nations, proposes a plan for dealing with American unemployment.

32. U.S. DEPARTMENT OF LABOR. *The Older American Worker; Age Discrimination in Employment. Report of the Secretary of Labor to the Congress under Section 715 of the Civil Rights Act of 1964*. Washington, GPO, 1965. 2 vols.

Contents: [v.1. Report]. [v. 2] Research Materials.

33. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Training Foreign Nationals for Employment with U.S. Companies in Developing Countries; Implications for Domestic Programs*. Washington, 1965. Pp. 14.

34. U.S. PRESIDENT'S ADVISORY COMMITTEE ON LABOR-MANAGEMENT POLICY. *Seminars on Private Adjustments to Automation and Technological Change, May-June 1964, sponsored by the President's Advisory Committee on Labor-Management Policy in cooperation with the University of Pennsylvania, the University of Chicago [and] the University of California at Los Angeles*. Washington, GPO, 1965.

Each of the 3 seminars was made up of representatives from business, labour, and the public. Most of the time was spent in small workshop sessions chaired by experts in the field. The chairmen reported back to the full meeting.

Each seminar was addressed by either the U.S. Secretary of Labour or the Secretary of Commerce. This publication briefly summarizes the main points developed at the seminars which were concerned with helping those unemployed by technological changes.

#### Sociology

35. BERGER, PETER L., ed. *The Human Shape of Work: Studies in the Sociology of Occupations* [by] Peter L. Berger [and others] New York, Macmillan [1964?]. Pp. 241.

In this book sociologists observe five different types of workers (janitors, assembly-line workers, engineering technicians, advertising men, and business executives). The satisfaction and irritations of each job are considered, as well as other matters.

36. SMELSER, NEIL JOSEPH. *The Sociology of Economic Life*, Englewood Cliffs, N.J., Prentice-Hall, 1963. Pp. 120.

This book is concerned with "economic sociology", the relationship between the economic and non-economic aspects of social life. The author defines "economic sociology" as "the ap-

lication of the general frame of reference, variables, and explanatory models of sociology to that complex of activities concerned with the production, distribution, exchange, and consumption of scarce goods and services."

### Wages and Hours

37. ALBERTA. BUREAU OF STATISTICS. *Eighth Annual Report, Salary and Wage Rate Survey, Alberta, 1 March 1964: Range of Wages, Weighted Averages and Medians by Size and Type of Firm, Alberta and Four Major Cities*. Edmonton [1964?]. Pp. 92.

38. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1964. Accountants and Auditors, Attorneys, Personnel Management, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical*. Washington, GPO, 1964. Pp. 61.

### Women

39. BERNARD, JESSIE SHIRLEY. *Academic Women*. University Park, Pennsylvania State University, 1964. Pp. xxv, 331.  
A sociologist discusses the role of women who teach in universities and colleges.

40. CANADA. WOMEN'S BUREAU. *Women at Work in Canada; Fact Book on the Female Labour Force, 1964*. Ottawa, Queen's Printer, 1965. Pp. 108.

Partial Contents: Trends in women's employment. Characteristics of women workers. Women's occupations and training. Women's earnings. Legislation affecting women workers. International labour affairs and women workers.

41. RUTGERS UNIVERSITY, NEW BRUNSWICK, N. J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Help wanted, Female; a Study of Demand and Supply in a Local Job Market for Women*, by Georgina M. Smith [assistant research specialist, New Brunswick] Research Program, Institute of Management and Labor Relations, Rutgers, the State University [1964]. Pp. 94.

This study is based on two surveys, carried on in an area around New Brunswick, N.J., which examined the pattern of supply and demand affecting women workers between 1953 and 1961. The study considers general employment patterns, hiring practices and recruiting methods, wages and hours, etc., and also examines the reasons why women enter and leave the labour market.

### Miscellaneous

42. ABRAMOVITZ, MOSES. *Evidences of Long Swings in Aggregate Construction*

since the Civil War. New York, National Bureau of Economic Research; distributed by Columbia University Press, New York [c1964]. Pp. 240.

43. BARNETTE, WARREN LESLIE, ed. *Readings in Psychological Tests and Measurements*. Homewood, Ill., Dorsey Press, 1964. Pp. 354.

44. CANADIAN WELFARE COUNCIL. *Report on a Colloquium on Poverty with Professor Richard M. Titmuss, Department of Social Science and Administration, the London School of Economics and Political Science, University of London, November 24, 1964*. Ottawa [1964?]. Pp. 16.

The participants at the colloquium represented government, voluntary and educational organizations concerned with social welfare. The purpose of the colloquium was to discuss 'the nature of studying poverty in Canada and how to go about it.' Professor Titmuss, in an address, described the approaches to the problem of poverty that are going on in Great Britain at the present time.

45. GIACHINO, JOSEPH WILLIAM. *American Technical Society's Freeland Sketching* [by] J. W. Giachino [and] Henry J. Beukema. Chicago, American Technical Society, 1935. Pp. 93.

46. GOOD, WILLIAM CHARLES. *Farmer Citizen; My Fifty Years in the Canadian Farmers' Movement*. Toronto, Ryerson Press, 1958. Pp. 294.

The author was a pioneer in farm organizations and in the co-operative movement in Canada. He was a Member of Parliament from 1921 to 1925 as an independent Progressive. He reminisces about his activities in politics and in the farmers' movement and in the co-operative movement.

47. GRANGER, CLIVE WILLIAM JOHN. *Spectral Analysis of Economic Time Series*, by C. W. J. Granger, in association with M. Hatanaka Princeton, N.J., Princeton University Press, 1964. Pp. 299.

48. UNIVERSITY LEAGUE FOR SOCIAL REFORM. *The Prospect of Change: Proposals for Canada's Future*, by the University League for Social Reform. Edited by Abraham Rotstein. With a foreword by Northrop Frye. Toronto, McGraw-Hill, c1965. Pp. 361.

This book presents the views and proposals of a group of younger professors at the University of Toronto on current problems involving education, politics, government, social welfare, the arts, economics, labour, foreign policy, regional development, present-day Quebec, etc.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 16, 1965**

(Estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force .....	7,179	625	2,040	2,596	1,251	667
Men .....	5,057	449	1,454	1,796	889	469
Women .....	2,122	176	586	800	362	198
14-19 years .....	681	74	212	204	132	59
20-24 years .....	945	96	325	293	151	80
25-44 years .....	3,150	242	903	1,187	530	288
45-64 years .....	2,183	194	547	826	394	222
65 years and over .....	220	19	53	86	44	18
Employed .....	7,008	602	1,965	2,559	1,238	644
Men .....	4,931	429	1,398	1,772	879	453
Women .....	2,077	173	567	787	359	191
Agriculture .....	632	45	124	149	293	21
Non-agriculture .....	6,376	557	1,841	2,410	945	623
Paid workers .....	5,879	518	1,687	2,223	886	565
Men .....	4,026	362	1,177	1,504	591	392
Women .....	1,853	156	510	719	295	173
Unemployed .....	171	23	75	37	13	23
Men .....	126	20	56	24	10	16
Women .....	45	*	19	13	*	*
Persons not in labour force .....	6,047	650	1,788	2,053	971	585
Men .....	1,498	184	432	493	236	153
Women .....	4,549	466	1,356	1,560	735	432

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
OCTOBER 16, 1965, CANADA**

(Estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	13,226	2,164	3,759	1,022	3,883	971	1,427
Labour Force.....	7,179	681	3,636	865	1,083	694	220
Employed.....	7,008	636	3,678	832	1,068	681	213
Unemployed.....	171	45	58	33	15	13	•
Not in labour force.....	6,047	1,483	123	157	2,800	277	1,207
Participation rate <sup>(2)</sup>							
1965—October 16.....	54.3	31.5	96.7	84.6	27.9	71.5	15.4
September 18.....	54.2	32.3	96.8	85.7	27.1	70.5	15.6
Unemployment rate <sup>(3)</sup>							
1965—October 16.....	2.4	6.6	1.6	3.8	1.4	1.9	•
September 18.....	2.5	6.6	1.7	4.2	1.3	1.8	•

<sup>(1)</sup>Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 16, 1965**

(Estimates in thousands)

SOURCE: Labour Force Survey

	October 1965	September 1965	October 1964 <sup>(1)</sup>
Total unemployed.....	171	176	257
On temporary layoff up to 30 days.....	10	*	13
Without work and seeking work.....	161	167	244
Seeking full-time work.....	152	156	229
Seeking part-time work.....	*	11	15
Seeking under 1 month.....	64	67	109
Seeking 1-3 months.....	55	55	75
Seeking 4-6 months.....	22	20	26
Seeking more than 6 months.....	20	25	34

<sup>(1)</sup>Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

\*Less than 10,000.

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Total (3)
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8	.....	.....	.....	.....	.....	.....	2,072.1
October.....	51.5	565.4	185.7	.....	.....	.....	.....	.....	.....	2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4	.....	.....	.....	.....	.....	.....	1,978.6
1965—										
January.....	52.4	566.1	181.9	.....	.....	.....	.....	.....	.....	1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7	.....	.....	.....	.....	.....	.....	2,035.1
April.....	53.1	587.3	185.1	.....	.....	.....	.....	.....	.....	2,070.6
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July*.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August†.....	58.3	612.1	199.1	35.3	191.7	40.0	311.8	664.4	81.4	2,227.3

#### Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8	.....	.....	.....	.....	.....	.....	1,998.6
October.....	51.0	557.7	182.2	.....	.....	.....	.....	.....	.....	1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7	.....	.....	.....	.....	.....	.....	2,020.2
1965—										
January.....	53.0	578.5	185.9	.....	.....	.....	.....	.....	.....	2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7	.....	.....	.....	.....	.....	.....	2,109.6
April.....	55.1	592.6	189.4	.....	.....	.....	.....	.....	.....	2,121.4
May.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June.....	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July*.....	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August†.....	57.6	610.5	190.6	31.2	162.8	38.9	312.9	678.9	80.9	2,185.3

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at July employers in the principal non-agricultural industries reported a total employment of 3,396,607. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>[1]</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
<b>1964—</b>						
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
<b>1965—</b>						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April.....	132.1	210.8	90.55	124.6	214.2	94.18
May.....	136.6	210.8	90.56	127.3	213.4	93.82
June*.....	141.0	212.0	91.07	130.3	213.8	94.02
July†.....	141.8	212.0	91.09	129.5	211.4	92.97

[<sup>1</sup>]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)\*

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				\$	\$	\$
<b>Provinces</b>						
Atlantic Region.....	125.6	122.5	117.7	74.70	74.49	72.80
Newfoundland.....	178.6	170.9	161.6	80.28	80.55	78.59
Prince Edward Island.....	162.1	154.9	149.3	62.13	61.40	62.08
Nova Scotia.....	106.7	105.6	102.3	72.62	73.13	71.12
New Brunswick.....	122.9	119.7	115.2	74.40	73.10	71.86
Quebec.....	140.5	139.6	134.6	88.54	88.06	84.70
Ontario.....	142.5	143.4	133.8	94.31	94.92	90.02
Prairie Region.....	153.0	150.0	145.5	87.48	86.62	83.22
Manitoba.....	125.1	123.3	121.3	82.96	82.73	79.66
Saskatchewan.....	147.1	143.4	141.0	85.94	85.03	82.25
Alberta (including Northwest Territories).....	189.0	185.1	176.6	91.64	90.33	86.54
British Columbia (including Yukon).....	142.6	138.9	131.9	101.92	101.40	94.30
<b>Canada.....</b>	<b>141.8</b>	<b>141.0</b>	<b>134.0</b>	<b>91.09</b>	<b>91.07</b>	<b>86.76</b>
<b>Urban areas</b>						
St. John's.....	173.5	171.6	157.8	70.85	70.60	66.38
Sydney.....	77.1	79.3	79.1	77.60	85.24	87.90
Halifax.....	132.8	131.9	127.9	76.83	76.07	73.27
Moncton.....	119.0	117.2	113.1	72.46	71.92	68.69
Saint John.....	114.3	111.0	104.0	74.83	75.79	71.59
Chicoutimi—Jonquiere.....	123.8	122.5	123.5	107.37	107.41	104.66
Quebec.....	139.9	139.7	131.7	77.76	77.96	74.48
Sherbrooke.....	123.0	121.7	120.0	77.70	75.83	74.53
Shawinigan.....	119.9	117.7	108.3	95.66	94.33	89.22
Three Rivers.....	132.2	132.1	129.2	80.54	82.20	80.16
Drummondville.....	98.5	100.2	96.5	71.74	75.15	66.41
Montreal.....	143.7	144.5	136.7	90.66	89.68	86.48
Ottawa—Hull.....	154.9	154.1	144.8	84.14	84.67	80.85
Kingston.....	149.6	148.5	142.0	90.75	89.28	86.81
Peterborough.....	114.4	115.1	110.3	98.39	98.32	94.35
Oshawa.....	238.6	250.3	147.1	115.67	115.57	102.10
Toronto.....	155.8	156.7	149.6	94.44	94.51	91.31
Hamilton.....	135.3	136.0	127.0	99.93	100.00	95.59
St. Catharines.....	133.4	137.7	125.4	104.65	106.72	101.48
Niagara Falls.....	121.9	119.7	118.1	86.79	91.54	83.58
Brantford.....	107.8	107.0	94.2	90.87	90.25	83.27
Guelph.....	149.8	152.1	135.2	84.63	85.82	79.36
Galt.....	137.3	139.3	133.0	82.43	84.29	75.77
Kitchener.....	160.8	161.6	147.2	85.77	84.95	81.15
Sudbury.....	152.4	152.3	136.7	103.06	100.33	97.37
Timmins.....	90.0	89.7	89.4	82.21	82.33	77.59
London.....	157.4	160.3	150.3	86.33	86.52	84.32
Sarnia.....	143.4	144.4	137.5	116.24	117.96	110.65
Windsor.....	92.1	101.7	76.2	104.46	111.76	102.27
Sault Ste. Marie.....	169.2	164.6	165.6	112.11	111.28	107.29
Fort William—Port Arthur.....	137.1	134.4	121.7	90.89	88.91	86.72
Winnipeg.....	126.1	125.3	121.1	79.67	79.42	76.96
Regina.....	165.7	164.9	160.8	82.97	82.91	80.37
Saskatoon.....	169.7	166.8	160.9	79.97	79.93	76.44
Edmonton.....	239.7	237.6	221.8	85.76	84.39	80.95
Calgary.....	216.8	215.3	197.6	89.71	88.80	86.35
Vancouver.....	141.4	138.5	130.2	97.74	98.04	92.03
Victoria.....	135.8	132.1	124.3	89.60	89.71	82.64

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
						in thousands						
Forestry.....	July 1965 <sup>p</sup>	5.0	0.2	2.4	9.9	29.0	13.4	0.6	0.2	3.4	20.9	85.0
	June 1965 <sup>p</sup>	3.6	0.3	2.6	9.3	26.7	12.6	0.7	0.1	2.9	21.5	80.4
	July 1964	5.2	0.1	2.5	9.9	27.8	13.2	0.4	0.2	3.6	20.9	84.8
Mines, quarries and oil wells.....	July 1965 <sup>p</sup>	6.3	0.1	7.9	2.6	27.8	35.7	5.8	5.1	19.3	10.7	121.2
	June 1965 <sup>p</sup>	6.1	0.1	8.1	2.5	27.2	35.6	5.6	5.0	18.8	10.4	119.5
	July 1964	5.0	.....	8.1	2.3	26.2	34.9	5.8	4.2	19.0	9.9	115.4
Manufacturing industries.....	July 1965 <sup>p</sup>	14.8	2.9	34.4	26.9	480.2	739.9	49.5	15.1	47.4	121.7	1,532.8
	June 1965 <sup>p</sup>	14.7	2.8	34.1	26.7	481.0	751.7	48.6	14.8	46.6	118.1	1,539.2
	July 1964	13.7	2.6	32.2	25.4	465.7	697.4	46.5	14.1	44.4	117.2	1,459.1
Non-durable goods manufacturing.....	July 1965 <sup>p</sup>	11.9	2.3	18.4	17.3	299.7	331.5	26.5	9.8	25.3	47.0	789.7
	June 1965 <sup>p</sup>	11.8	2.3	18.2	17.3	297.2	328.1	26.4	9.6	24.8	44.7	780.5
	July 1964	10.7	2.1	17.3	15.9	292.2	338.4	25.8	9.6	24.7	44.9	771.5
Durable goods manufacturing.....	July 1965 <sup>p</sup>	2.9	0.6	16.0	9.6	180.5	408.4	23.0	5.3	22.1	74.7	743.1
	June 1965 <sup>p</sup>	2.9	0.6	15.9	9.4	183.7	423.6	22.3	5.1	21.8	73.5	758.8
	July 1964	3.0	0.5	14.9	9.5	173.5	363.0	20.7	4.5	19.7	72.3	687.6
Construction.....	July 1965 <sup>p</sup>	10.1	1.8	12.9	12.4	112.8	151.4	16.2	15.6	37.2	36.9	407.4
	June 1965 <sup>p</sup>	9.7	1.7	12.7	12.0	111.3	148.5	15.7	14.7	35.6	35.2	397.0
	July 1964	8.1	1.5	11.1	9.4	115.1	139.9	17.2	14.7	31.8	31.2	379.9
Transportation, communication and other utilities.....	July 1965 <sup>p</sup>	15.4	2.6	23.6	21.4	166.4	209.1	43.6	28.5	50.1	72.9	633.5
	June 1965 <sup>p</sup>	15.0	2.6	22.8	20.1	164.9	206.0	42.6	27.7	49.3	71.2	622.3
	July 1964	15.9	2.7	23.2	20.6	160.1	204.2	43.6	28.4	49.9	68.4	616.9
Trade.....	July 1965 <sup>p</sup>	15.7	4.0	27.6	22.9	232.5	356.7	49.3	35.9	69.7	92.1	906.6
	June 1965 <sup>p</sup>	15.4	3.8	27.7	23.2	234.2	358.5	48.9	35.1	69.5	92.0	908.8
	July 1964	14.8	3.4	27.2	22.3	222.2	340.8	46.7	34.2	65.8	87.1	864.6
Finance, insurance and real estate.....	July 1965 <sup>p</sup>	1.5	0.6	5.7	4.1	69.5	103.1	11.7	7.9	14.1	21.4	239.7
	June 1965 <sup>p</sup>	1.4	0.6	5.6	4.0	69.0	102.4	11.5	7.4	13.8	21.5	237.3
	July 1964	1.4	0.5	5.4	4.0	64.9	97.5	11.4	7.1	13.8	19.7	225.7
Service (commercial sector) <sup>(1)</sup> .....	July 1965 <sup>p</sup>	5.3	2.2	13.0	9.1	139.5	214.2	24.9	15.4	41.2	59.0	523.8
	June 1965 <sup>p</sup>	5.3	1.9	12.6	8.5	136.5	210.2	25.2	15.0	40.4	57.3	512.9
	July 1964	4.6	2.1	13.1	8.6	125.8	198.7	24.0	14.1	38.4	52.9	482.4
Total—specified industries.....	July 1965 <sup>p</sup>	74.1	14.3	127.4	109.2	1,257.8	1,823.8	201.7	123.6	282.5	485.7	4,440.9
	June 1965 <sup>p</sup>	71.2	13.7	126.2	105.9	1,250.8	1,826.6	198.9	119.8	277.0	477.3	4,417.3
	July 1964	68.7	12.9	122.8	102.5	1,208.7	1,736.6	195.6	117.0	266.7	407.3	4,225.3

<sup>(1)</sup> Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic and miscellaneous services).<sup>p</sup> Preliminary figures.      \* Revised figures.      Note: Estimates may not add to totals due to rounding.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)\*

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				\$	\$	\$
<b>Mining</b> .....	<b>129.5</b>	<b>127.4</b>	<b>121.7</b>	<b>120.04</b>	<b>111.11</b>	<b>105.92</b>
Metal mining.....	147.1	145.0	136.0	112.55	112.80	106.14
Gold.....	60.9	61.0	65.2	91.86	92.52	86.49
Other metal.....	226.6	222.4	201.9	117.68	117.93	112.04
Fuels.....	86.6	86.0	84.6	111.27	114.05	114.11
Coal.....	36.7	37.9	37.8	70.38	85.54	88.46
Oil and natural gas.....	289.0	281.0	274.1	132.35	129.65	128.48
Non-metal.....	175.7	169.7	165.8	98.70	100.12	92.76
<b>Manufacturing</b> .....	<b>129.5</b>	<b>130.3</b>	<b>122.6</b>	<b>92.97</b>	<b>94.02</b>	<b>89.11</b>
Durable goods.....	137.7	141.1	127.5	100.31	102.01	96.27
Non-durable goods.....	122.6	121.3	118.5	86.07	86.24	82.67
Food and beverages.....	133.7	128.5	129.1	80.88	81.58	77.69
Meat products.....	149.9	147.9	141.4	90.11	92.25	86.74
Canned and preserved fruits and vegetables.....	158.3	118.9	154.8	64.19	69.59	61.72
Grain mill products.....	96.0	94.5	100.8	90.84	89.43	87.03
Bread and other bakery products.....	119.0	118.0	115.6	80.71	80.25	77.00
Distilled and malt liquors.....	100.3	99.8	100.2	116.86	115.25	111.52
Tobacco and tobacco products.....	82.3	83.8	82.9	94.00	94.63	91.98
Rubber products.....	121.4	116.3	118.0	97.29	94.03	91.76
Leather products.....	88.5	88.6	90.0	62.13	61.59	59.73
Boots and shoes (except rubber).....	90.5	90.1	93.6	60.05	59.38	58.06
Other leather products.....	84.9	85.9	83.4	66.13	65.79	63.13
Textile products (except clothing).....	92.0	93.2	89.9	74.50	75.77	70.56
Cotton yarn and broad woven goods.....	76.0	76.6	77.4	69.42	72.74	67.18
Woollen goods.....	66.9	66.9	68.3	68.71	69.71	64.72
Synthetic textiles and silk.....	119.7	121.8	110.4	83.29	83.64	77.35
Clothing (textile and fur).....	101.5	102.3	98.2	57.70	56.78	55.33
Men's clothing.....	107.7	110.0	102.7	55.63	55.62	53.56
Women's clothing.....	111.9	112.0	107.5	59.69	56.71	57.12
Knit goods.....	79.9	80.1	77.3	58.56	58.39	55.48
Wood products.....	123.4	122.7	121.2	80.46	81.08	76.42
Saw and planing mills.....	125.7	123.6	127.1	83.01	84.12	78.50
Furniture.....	135.6	137.6	124.6	77.37	77.14	74.08
Other wood products.....	87.3	88.0	84.4	70.84	71.03	67.11
Paper products.....	142.7	139.0	136.8	108.15	107.77	104.75
Pulp and paper mills.....	143.2	137.5	138.6	115.49	115.54	112.39
Other paper products.....	141.7	142.4	132.5	90.62	90.06	85.58
Printing, publishing and allied industries.....	130.8	132.1	124.0	101.80	102.72	96.90
Iron and steel products.....	133.8	135.1	123.5	105.45	106.14	101.31
Agricultural implements.....	82.4	84.5	74.0	109.93	110.82	109.13
Fabricated and structural steel.....	185.6	187.0	161.7	107.41	107.25	104.46
Hardware and tools.....	133.7	136.9	127.5	91.43	93.98	87.66
Heating and cooking appliances.....	119.5	119.7	110.8	89.94	90.30	87.41
Iron castings.....	114.8	118.6	108.6	104.64	106.54	96.44
Machinery, industrial machinery.....	165.3	167.2	147.2	102.69	103.29	98.14
Primary iron and steel.....	157.0	155.4	148.2	118.70	118.23	113.15
Sheet metal products.....	134.6	135.6	124.7	103.67	104.55	100.41
Wire and wire products.....	142.3	141.6	123.6	100.52	102.98	101.44
Transportation equipment.....	129.0	141.4	110.5	108.82	113.85	106.02
Aircraft and parts.....	247.1	248.5	253.1	108.24	109.83	108.40
Motor vehicles.....	132.5	172.5	78.6	125.52	133.55	124.25
Motor vehicle parts and accessories.....	166.6	180.3	149.6	104.59	109.15	108.76
Railroad and rolling stock equipment.....	64.2	63.6	61.1	99.86	100.04	92.59
Shipbuilding and repairing.....	146.5	148.8	136.7	101.35	102.87	97.71
Non-ferrous metal products.....	139.1	139.0	136.0	104.54	104.50	99.38
Aluminum products.....	144.0	142.5	149.8	103.68	101.71	95.00
Brass and copper products.....	110.3	111.3	118.4	98.83	97.45	94.22
Smelting and refining.....	154.8	154.0	150.0	114.25	115.07	109.02
Electrical apparatus and supplies.....	171.1	174.1	159.8	97.26	97.96	94.94
Heavy electrical machinery.....	128.1	129.0	121.6	106.47	107.58	102.60
Telecommunication equipment.....	296.8	296.9	273.6	93.14	92.73	92.08
Non-metallic mineral products.....	176.6	176.2	165.1	99.93	99.02	95.81
Clay products.....	100.1	99.5	94.7	89.19	89.05	84.63
Glass and glass products.....	193.4	204.0	181.4	93.86	95.41	88.25
Products of petroleum and coal.....	151.2	151.2	149.0	131.44	133.85	130.58
Petroleum refining and products.....	154.4	154.8	152.0	132.25	134.59	131.62
Chemical products.....	149.6	150.8	141.4	107.94	108.74	104.38
Medicinal and pharmaceutical preparations.....	139.0	141.0	127.5	97.80	97.48	93.44
Acids, alkalis and salts.....	170.8	171.5	162.6	121.54	121.54	116.68
Miscellaneous manufacturing industries.....	169.4	170.6	165.0	80.20	81.04	77.77
<b>Construction</b> .....	<b>157.1</b>	<b>152.0</b>	<b>145.7</b>	<b>103.93</b>	<b>101.79</b>	<b>96.45</b>
Building and general engineering.....	159.7	155.8	142.6	110.92	107.45	102.97
Highways, bridges and streets.....	152.8	145.8	150.6	91.84	91.81	86.27
<b>Electric and motor transportation</b> .....	<b>162.4</b>	<b>164.2</b>	<b>150.6</b>	<b>96.81</b>	<b>94.70</b>	<b>92.09</b>
<b>Service</b> .....	<b>215.2</b>	<b>211.8</b>	<b>195.1</b>	<b>65.13</b>	<b>64.94</b>	<b>61.01</b>
Hotels and restaurants.....	185.3	181.1	170.0	48.51	48.02	46.26
Laundries and dry cleaning plants.....	174.3	176.7	160.3	56.64	57.10	53.52
<b>Industrial composite</b> .....	<b>141.8</b>	<b>141.0</b>	<b>134.0</b>	<b>91.09</b>	<b>91.07</b>	<b>86.76</b>

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
				\$	\$	\$
Newfoundland.....	43.0	45.6	42.1	1.62	1.56	1.62
Nova Scotia.....	41.5	41.2	41.5	1.76	1.76	1.74
New Brunswick.....	41.5	42.5	43.0	1.74	1.69	1.70
Quebec.....	41.5	41.4	41.7	1.87	1.89	1.81
Ontario.....	40.9	41.6	41.0	2.21	2.23	2.11
Manitoba.....	40.6	40.8	40.7	1.91	1.91	1.83
Saskatchewan.....	40.7	40.3	38.8	2.10	2.13	2.09
Alberta (includes Northwest Territories).....	39.9	40.3	40.0	2.16	2.16	2.06
British Columbia (includes Yukon Territory).....	37.8	38.1	37.3	2.59	2.60	2.47

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964	July 1965	June 1965	July 1964
<b>Mining.....</b>	<b>41.9</b>	<b>43.0</b>	<b>42.6</b>	<b>\$ 2.43</b>	<b>\$ 2.41</b>	<b>\$ 2.31</b>	<b>\$101.58</b>	<b>\$103.51</b>	<b>\$98.25</b>
Metal mining.....	42.3	42.9	42.0	2.52	2.51	2.39	106.73	107.44	100.39
Gold.....	41.7	42.9	42.7	2.00	2.00	1.87	83.33	85.58	80.03
Other metal.....	42.4	42.9	41.7	2.66	2.64	2.56	113.03	113.38	106.98
Fuels.....	38.1	41.8	44.1	2.28	2.26	2.20	87.01	94.48	97.15
Coal.....	35.2	42.6	45.4	1.87	1.96	1.92	65.81	83.26	87.16
Oil and natural gas.....	42.0	40.6	42.1	2.73	2.73	2.68	114.73	110.73	112.63
Non-metal.....	44.0	44.6	43.5	2.18	2.18	2.08	96.01	97.14	90.61
<b>Manufacturing.....</b>	<b>40.8</b>	<b>41.2</b>	<b>40.9</b>	<b>2.09</b>	<b>2.11</b>	<b>2.00</b>	<b>85.47</b>	<b>86.89</b>	<b>82.05</b>
Durable goods.....	41.3	42.0	41.3	2.27	2.28	2.18	93.53	95.90	89.94
Non-durable goods.....	40.4	40.5	40.6	1.92	1.92	1.84	77.47	77.51	74.71
Food and beverages.....	41.0	41.2	41.4	1.80	1.81	1.71	73.70	74.53	70.86
Meat products.....	40.7	41.7	40.9	2.10	2.11	2.00	85.40	87.95	81.87
Canned and preserved fruits and vegetables.....	38.6	38.1	42.1	1.46	1.57	1.30	56.11	59.96	54.78
Grain mill products.....	42.8	41.8	43.2	2.01	1.99	1.92	86.20	83.33	83.11
Bread and other bakery products.....	41.5	41.4	41.7	1.82	1.81	1.73	75.47	74.93	72.33
Distilled liquors.....	41.4	41.4	41.7	2.49	2.44	2.36	103.11	101.04	98.55
Malt liquors.....	42.2	41.0	40.5	2.61	2.57	2.53	110.15	105.30	102.64
Tobacco and tobacco products.....	37.1	37.7	38.0	2.36	2.35	2.26	87.43	88.74	86.00
Rubber products.....	41.5	40.9	40.9	2.20	2.08	2.08	91.30	85.22	85.13
Leather products.....	39.3	38.7	39.3	1.45	1.45	1.39	57.03	56.24	54.70
Boots and shoes (except rubber).....	39.0	38.3	39.3	1.41	1.41	1.36	55.04	54.19	53.43
Other leather products.....	40.0	39.4	39.3	1.53	1.53	1.46	61.04	60.27	57.33
Textile products (except clothing).....	41.3	42.1	41.4	1.62	1.63	1.54	66.98	68.79	63.66
Cotton yarn and broad woven goods.....	39.2	41.3	40.2	1.64	1.66	1.57	64.27	68.35	63.26
Woolen goods.....	42.7	43.0	42.0	1.46	1.48	1.39	62.52	63.58	58.54
Synthetic textiles and silk.....	41.9	42.5	41.9	1.77	1.77	1.65	74.15	75.29	69.15
Clothing (textile and fur).....	37.9	37.3	38.1	1.38	1.38	1.32	52.19	51.26	50.25
Men's clothing.....	37.5	37.5	37.6	1.35	1.36	1.30	50.77	50.96	48.95
Women's clothing.....	36.4	34.5	36.3	1.50	1.46	1.43	54.46	50.59	52.10
Knit goods.....	41.6	41.2	41.6	1.27	1.29	1.22	52.89	53.19	50.77
*Wood products.....	41.2	41.4	40.8	1.85	1.85	1.78	76.10	76.74	72.64
Saw and planing mills.....	40.5	41.0	39.9	1.96	1.96	1.90	79.21	80.34	75.90
Furniture.....	42.6	42.4	42.4	1.68	1.69	1.60	71.79	71.70	67.84
Other wood products.....	41.9	42.0	42.5	1.56	1.56	1.45	65.26	65.42	61.78
Paper products.....	42.0	42.1	42.0	2.44	2.41	2.37	102.28	101.54	99.42
Pulp and paper mills.....	41.9	42.1	42.1	2.61	2.59	2.54	109.49	109.26	106.91
Other paper products.....	42.1	41.8	41.7	1.98	1.97	1.88	83.38	82.40	78.37
Printing, publishing and allied industries.....	39.2	39.5	39.1	2.57	2.57	2.45	100.55	101.49	95.93
*Iron and steel products.....	41.6	42.1	41.6	2.42	2.41	2.32	100.55	101.28	96.36
Agricultural implements.....	40.8	41.3	41.9	2.50	2.51	2.44	101.81	103.70	102.00
Fabricated and structural steel.....	42.5	42.6	42.5	2.34	2.32	2.27	99.62	98.77	96.35
Hardward and tools.....	42.1	43.2	42.5	2.01	2.02	1.92	84.72	87.41	81.65
Heating and cooking appliances.....	40.6	40.7	41.4	2.05	2.03	1.96	83.12	82.68	81.18
Iron castings.....	42.7	43.6	41.5	2.37	2.38	2.24	101.11	103.67	92.95
Machinery, industrial.....	42.3	42.7	42.7	2.32	2.30	2.17	98.87	98.27	93.21
Primary iron and steel.....	40.6	40.4	40.4	2.82	2.81	2.69	114.57	113.82	108.51
Sheet metal products.....	42.1	42.7	41.8	2.33	2.33	2.27	98.19	99.57	94.99
Wire and wire products.....	41.7	42.6	42.5	2.29	2.29	2.28	95.31	97.60	96.81
*Transportation equipment.....	40.5	42.7	41.3	2.50	2.55	2.37	101.27	108.65	97.75
Aircraft and parts.....	40.0	41.1	41.8	2.38	2.40	2.36	95.11	98.44	98.81
Motor vehicles.....	40.7	45.3	40.9	2.83	2.82	2.68	115.06	127.92	109.69
Motor vehicle parts and accessories.....	41.0	42.3	40.9	2.40	2.48	2.44	98.21	104.93	99.87
Railroad and rolling stock equipment.....	40.3	41.3	40.9	2.43	2.38	2.22	97.88	98.33	90.97
Shipbuilding and repairing.....	40.2	41.0	41.6	2.46	2.45	2.32	98.71	100.58	96.33
*Non-ferrous metal products.....	41.1	41.2	40.5	2.35	2.35	2.29	96.69	96.76	92.95
Aluminum products.....	43.1	42.1	41.1	2.12	2.09	2.04	91.64	88.21	83.73
Brass and copper products.....	42.2	41.4	41.2	2.16	2.16	2.16	91.03	89.52	88.82
Smelting and refining.....	40.5	41.1	40.1	2.65	2.63	2.56	107.35	108.21	102.70
*Electrical apparatus and supplies.....	40.4	40.8	40.7	2.09	2.09	2.04	84.35	85.43	83.07
Heavy electrical machinery and equipment.....	41.6	42.3	40.9	2.35	2.33	2.30	97.65	98.60	94.08
Telecommunication equipment.....	39.3	39.8	39.8	1.85	1.85	1.83	72.55	73.60	72.85
*Non-metallic mineral products.....	44.0	43.4	43.8	2.16	2.15	2.06	94.79	93.35	90.23
Clay products.....	42.5	42.2	41.8	1.96	1.96	1.87	83.15	82.73	78.12
Glass and glass products.....	41.5	40.7	41.2	2.13	2.17	2.03	88.41	90.24	82.66
Products of petroleum and coal.....	41.6	42.3	42.2	2.90	2.91	2.85	120.42	123.02	120.18
Petroleum refining and products.....	41.6	42.3	42.2	2.93	2.94	2.88	121.79	124.28	121.76
Chemical products.....	40.7	41.5	40.8	2.30	2.30	2.24	93.64	95.53	91.50
Medicinal and pharmaceutical preparations.....	40.2	40.3	39.7	1.82	1.82	1.75	73.10	73.17	69.42
Acids, alkalis and salts.....	41.1	41.4	40.6	2.67	2.65	2.58	109.82	109.64	104.83
Miscellaneous manufacturing industries.....	40.9	41.2	40.8	1.68	1.69	1.64	68.60	69.50	66.89
<b>Construction.....</b>	<b>42.9</b>	<b>41.7</b>	<b>42.5</b>	<b>2.39</b>	<b>2.38</b>	<b>2.23</b>	<b>102.41</b>	<b>99.21</b>	<b>94.60</b>
Building and general engineering.....	41.7	40.2	41.4	2.61	2.61	2.44	108.89	104.63	100.95
Highways, bridges and streets.....	45.4	45.0	44.5	1.96	1.95	1.86	88.88	87.82	82.86
<b>Electric and motor transportation.....</b>	<b>43.6</b>	<b>44.0</b>	<b>43.7</b>	<b>2.19</b>	<b>2.13</b>	<b>2.08</b>	<b>95.32</b>	<b>93.72</b>	<b>90.75</b>
<b>Service.....</b>	<b>37.2</b>	<b>36.8</b>	<b>37.6</b>	<b>1.27</b>	<b>1.27</b>	<b>1.19</b>	<b>47.11</b>	<b>46.83</b>	<b>44.64</b>
Hotels and restaurants.....	37.0	36.4	37.4	1.21	1.21	1.15	44.65	43.96	42.90
Laundries and dry cleaning plants.....	39.1	39.3	40.1	1.23	1.24	1.14	48.13	48.87	45.48

\*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—July.....	40.9	2.01	82.10	196.7	144.4
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April.....	41.1	2.11	86.96	208.3	151.0
May.....	41.0	2.11	86.58	207.4	149.2
June*.....	41.2	2.11	86.89	208.2	149.2
July†.....	42.8	2.09	85.47	204.8	146.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 592, June issue.

**TABLE D-1—UNFILED VACANCIES AND REGISTRATIONS ON HAND**

(Source: National Employment Service, Department of Labour)

Period	Unfiled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
October 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
October 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
October 1964.....	29,150	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	35,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965 <sup>(1)</sup> .....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965 <sup>(1)</sup> .....	38,929	23,901	62,830	155,644	104,993	260,637

<sup>(1)</sup>Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, SEPTEMBER 1964—SEPTEMBER 1965**

(Source: National Employment Service, Department of Labour.)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—September.....	209,609	107,109	108,719	55,219	90,230	43,051
1964—October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611R	102,786	60,863	78,643	42,910
September <sup>(1)</sup> .....	204,572	102,042	116,260	55,870	90,690	41,419

R-Revised.

<sup>(1)</sup>Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING SEPTEMBER 1965<sup>(1)</sup>**

SOURCE: National Employment Service, Department of Labour

Industry Group	Male	Female	Total	Change from Sept. 1964
<b>Agriculture, Fishing, Trapping</b> .....	<b>16,319</b>	<b>4,923</b>	<b>21,242</b>	<b>— 5,215</b>
<b>Forestry</b> .....	<b>2,271</b>	<b>36</b>	<b>2,307</b>	<b>— 711</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,334</b>	<b>68</b>	<b>1,402</b>	<b>+ 462</b>
Metal Mining.....	764	8	772	+ 286
Fuels.....	234	37	271	+ 104
Non-Metal Mining.....	65	3	68	— 8
Quarrying, Clay and Sand Pits.....	170	4	174	+ 42
Prospecting.....	101	16	117	+ 38
<b>Manufacturing</b> .....	<b>22,277</b>	<b>11,999</b>	<b>34,276</b>	<b>+ 797</b>
Foods and Beverages.....	4,172	4,629	8,801	— 887
Tobacco and Tobacco Products.....	22	28	50	— 1
Rubber Products.....	244	79	323	+ 37
Leather Products.....	376	280	656	+ 22
Textile Products (except clothing).....	745	457	1,202	— 29
Clothing (textile and fur).....	490	1,755	2,245	+ 14
Wood Products.....	3,098	297	3,395	+ 642
Paper Products.....	1,574	374	1,948	+ 205
Printing, Publishing and Allied Industries.....	1,001	885	1,886	+ 313
Iron and Steel Products.....	4,033	603	4,636	+ 789
Transportation Equipment.....	2,153	493	2,646	— 515
Non-Ferrous Metal Products.....	755	178	933	+ 120
Electrical Apparatus and Supplies.....	941	760	1,701	+ 56
Non-Metallic Mineral Products.....	866	97	963	+ 104
Products of Petroleum and Coal.....	67	14	81	+ 4
Chemical Products.....	761	412	1,173	+ 46
Miscellaneous Manufacturing Industries.....	979	658	1,637	+ 85
<b>Construction</b> .....	<b>16,411</b>	<b>305</b>	<b>16,716</b>	<b>+ 1,777</b>
General Contractors.....	11,090	176	11,266	+ 1,376
Special Trade Contractors.....	5,321	129	5,450	+ 401
<b>Transportation, Storage and Communication</b> .....	<b>7,689</b>	<b>419</b>	<b>8,108</b>	<b>+ 793</b>
Transportation.....	6,660	185	6,845	+ 381
Storage.....	884	87	971	+ 395
Communication.....	145	147	292	+ 17
<b>Public Utility Operation</b> .....	<b>455</b>	<b>49</b>	<b>504</b>	<b>+ 84</b>
<b>Trade</b> .....	<b>11,507</b>	<b>6,493</b>	<b>18,000</b>	<b>+ 257</b>
Wholesale.....	5,213	1,717	6,930	+ 746
Retail.....	6,294	4,776	11,070	— 489
<b>Finance, Insurance and Real Estate</b> .....	<b>586</b>	<b>1,277</b>	<b>1,863</b>	<b>+ 147</b>
<b>Service</b> .....	<b>11,841</b>	<b>15,850</b>	<b>27,691</b>	<b>+ 437</b>
Community or Public Service.....	1,160	2,082	3,242	+ 361
Government Service.....	3,020	1,171	4,191	+ 759
Recreation Service.....	1,258	293	1,551	— 481
Business Service.....	1,849	1,013	2,862	+ 174
Personal Service.....	4,554	11,291	15,845	— 376
<b>GRAND TOTAL</b> .....	<b>90,690</b>	<b>41,419</b>	<b>132,109</b>	<b>— 1,172</b>

[<sup>1</sup>]Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,  
AS AT SEPTEMBER 30, 1963<sup>(1)</sup>**

(Source: National Employment Service, Department of Labour)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	6,002	2,178	8,180
Clerical Workers.....	12,836	43,212	56,048
Sales Workers.....	5,049	11,627	16,676
Personal & Domestic Service Workers.....	23,670	17,048	40,718
Seamen.....	475	4	479
Agriculture, Fishing, Forestry (Ex. log.).....	2,607	199	2,806
Skilled and Semi-Skilled Workers.....	47,868	10,297	58,165
Food and kindred products (incl. tobacco).....	607	255	862
Textiles, clothing, etc.....	890	5,841	6,731
Lumber and lumber products.....	3,021	79	3,100
Pulp, paper (incl. printing).....	685	333	1,018
Leather and leather products.....	437	576	1,013
Stone, clay & glass products.....	145	21	166
Metalworking.....	5,948	609	6,557
Electrical.....	1,005	740	1,745
Transportation equipment.....	543	43	586
Mining.....	1,226	.....	1,226
Construction.....	8,582	.....	8,582
Transportation (except seamen).....	8,536	65	8,601
Communications & public utility.....	287	1	288
Trade and service.....	2,177	976	3,153
Other skilled and semi-skilled.....	9,820	575	10,395
Foremen.....	1,166	177	1,343
Apprentices.....	2,793	6	2,799
Unskilled Workers.....	46,305	15,842	62,147
Food and tobacco.....	1,069	2,101	3,170
Lumber & lumber products.....	3,646	307	3,953
Metalworking.....	2,143	498	2,641
Construction.....	18,397	.....	18,397
Other unskilled workers.....	21,050	12,936	33,986
GRAND TOTAL.....	144,812	100,407	245,219

<sup>(1)</sup>Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT SEPTEMBER 30, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Sept. 30, 1965	Previous Year Sept. 30, 1964		(1) Sept. 30, 1965	Previous Year Sept. 30, 1964
<b>Newfoundland.....</b>	<b>4,969</b>	<b>6,979</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,190	1,637	Sherbrooke.....	3,070	3,162
Grand Falls.....	575	603	Sorel.....	924	1,311
St. John's.....	3,204	4,739	Thetford Mines.....	1,045	1,264
<b>Prince Edward Island.....</b>	<b>927</b>	<b>875</b>	Trois-Rivières.....	2,091	2,548
Charlottetown.....	593	529	Val-d'Or.....	749	844
Summerside.....	334	346	Valleyfield.....	981	1,104
<b>Nova Scotia.....</b>	<b>11,674</b>	<b>11,208</b>	Victoriaville.....	853	1,216
Amherst.....	291	295	Ville St. Georges.....	952	1,168
Bridgewater.....	404	420	<b>Ontario.....</b>	<b>84,699</b>	<b>92,472</b>
Halifax.....	3,352	4,249	Annprior.....	97	223
Inverness.....	142	105	Barrie.....	832	820
Kentville.....	486	768	Belleville.....	917	945
Liverpool.....	209	197	Bracebridge.....	282	293
New Glasgow.....	978	809	Brampton.....	884	800
Springhill.....	203	298	Brantford.....	1,624	1,423
Sydney.....	4,225	2,477	Brockville.....	199	282
Sydney Mines.....	391	550	Carleton Place.....	130	127
Truro.....	611	541	Chatham.....	495	731
Yarmouth.....	382	499	Cobourg.....	425	543
<b>New Brunswick.....</b>	<b>7,219</b>	<b>8,953</b>	Collingwood.....	301	313
Bathurst.....	864	845	Cornwall.....	1,276	1,487
Campbellton.....	678	847	Elliot Lake.....	171	233
Edmundston.....	297	329	Fort Erie.....	254	268
Fredericton.....	528	853	Fort Frances.....	180	194
Minto.....	136	130	Fort William.....	581	1,061
Moncton <sup>(2)</sup> .....	1,656	1,900	Galt.....	638	983
Newcastle.....	703	758	Gananoque.....	124	138
Saint John.....	1,781	2,117	Goderich.....	134	202
St. Stephen.....	284	805	Guelph.....	689	753
Sussex.....	133	176	Hamilton.....	7,117	7,182
Woodstock.....	159	193	Hawkesbury.....	252	363
<b>Quebec.....</b>	<b>77,941</b>	<b>91,334</b>	Kapusking.....	288	337
Alma.....	940	1,088	Kenora.....	315	400
Asbestos.....	214	274	Kingston.....	1,162	1,406
Baie Comeau.....	472	567	Kirkland Lake.....	432	430
Beauharnois.....	515	591	Kitchener.....	1,145	1,238
Buckingham.....	375	437	Leamington.....	170	187
Causapscal.....	406	489	Lindsay.....	457	512
Chandler.....	480	658	Listowel.....	49	93
Chicoutimi.....	1,440	1,494	London.....	2,263	2,548
Cowansville.....	205	216	Long Branch.....	2,326	2,795
Dolbeau.....	668	611	Midland.....	301	326
Drummondville.....	1,012	1,059	Napanee.....	200	145
Farnham.....	183	224	New Liskeard.....	192	200
Forestville.....	274	163	Newmarket.....	552	603
Gaspé.....	440	458	Niagara Falls.....	889	578
Granby.....	814	1,224	North Bay.....	605	704
Hull.....	2,047	2,014	Oakville.....	666	418
Joliette.....	1,709	1,989	Orillia.....	443	451
Jonquière.....	1,780	1,797	Oshawa.....	7,843	5,792
Lachute.....	277	345	Ottawa.....	3,925	4,332
Lac-Mégantic.....	367	447	Owen Sound.....	458	425
La Malbaie.....	727	500	Parry Sound.....	73	158
La Tuque.....	553	436	Pembroke.....	540	885
Lévis.....	1,460	1,907	Perth.....	148	226
Louiseville.....	402	503	Peterborough.....	1,435	1,588
Magog.....	389	333	Picton.....	99	120
Maniwaki.....	438	270	Port Arthur.....	882	1,118
Matane.....	340	415	Port Colborne.....	253	304
Mont-Laurier.....	590	642	Prescott.....	191	301
Montmagny.....	27,806	36,399	Renfrew.....	162	287
Montréal.....	486	426	St. Catharines.....	1,683	2,118
Port Richmond.....	353	364	St. Thomas.....	318	368
Port Alfred.....	7,645	7,833	Samia.....	1,039	1,481
Québec.....	965	914	Sault Ste. Marie.....	1,503	1,169
Kimouski.....	954	881	Simcoe.....	347	638
Rivière-du-Loup.....	824	885	Smiths Falls.....	212	244
Roberval.....	881	1,027	Stratford.....	184	365
Rouyn.....	396	360	Sturgeon Falls.....	187	300
Ste. Agathe des Monts.....	496	588	Sudbury.....	1,602	1,939
Ste. Anne de Bellevue.....	1,125	1,291	Tillsonburg.....	239	312
Ste. Thérèse.....	737	910	Timmins.....	795	882
St. Hyacinthe.....	1,095	1,256	Toronto.....	22,653	25,864
St. Jean.....	1,018	1,060	Trenton.....	456	355
St. Jérôme.....	846	568	Walkerton.....	149	171
Sept-Iles.....	1,937	2,418	Wallaceburg.....	934	1,348
Shawinigan.....			Weston.....	1,801	2,104
			Windsor.....	4,047	3,974
			Woodstock.....	304	354

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,  
AT SEPTEMBER 30, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) Sept. 30, 1965	Previous Year Sept. 30, 1964		(a) Sept. 30, 1965	Previous Year Sept. 30, 1964
<b>Manitoba</b> .....	<b>10,076</b>	<b>11,377</b>	<b>British Columbia</b> .....	<b>30,113</b>	<b>31,267</b>
Brandon.....	690	678	Chilliwack.....	544	611
Dauphin.....	269	396	Courtenay.....	463	418
Flin Flon.....	112	134	Cranbrook.....	355	373
Portage la Prairie.....	240	259	Dawson Creek.....	395	442
The Pas.....	200	169	Duncan.....	315	324
Winnipeg.....	8,565	9,741	Kamloops.....	1,121	1,233
<b>Saskatchewan</b> .....	<b>5,680</b>	<b>5,971</b>	Kelowna.....	500	435
Estevan.....	57	91	Mission City.....	390	426
Lloydminster.....	67	75	Nanaimo.....	561	531
Moose Jaw.....	521	516	Nelson.....	279	391
North Battleford.....	248	322	New Westminster.....	4,319	4,410
Prince Albert.....	562	761	Penticton.....	719	521
Regina.....	1,781	1,791	Port Alberni.....	407	478
Saskatoon.....	1,739	1,797	Prince George.....	1,021	1,127
Swift Current.....	187	206	Prince Rupert.....	583	750
Weyburn.....	84	81	Quesnel.....	306	491
Yorkton.....	434	331	Trail.....	335	478
<b>Alberta</b> .....	<b>11,921</b>	<b>15,459</b>	Vancouver.....	14,328	17,057
Blairmore.....	211	113	Vernon.....	562	556
Calgary.....	4,375	5,814	Victoria.....	2,461	3,063
Drumheller.....	134	156	Whitehorse.....	149	152
Edmonton.....	4,757	6,521	<b>CANADA</b> .....	<b>245,219</b>	<b>278,895</b>
Edson.....	117	193			
Grande Prairie.....	366	417	Males.....	144,812	173,988
Lethbridge.....	961	857			
Medicine Hat.....	450	674	Females.....	100,407	104,907
Red Deer.....	550	714			

(a) Preliminary.

(a) Includes registrations reported by the Iles-de-la-Madeleine, Que. local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1002.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of	Total	Employed	Claimants
1965—July.....	4,715,000	4,530,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800
1964—December.....	4,582,000	4,103,800	478,200
November.....	4,491,000	4,216,500	274,500
October.....	4,432,000	4,217,500	214,500
September.....	4,437,000	4,263,400	173,600
August.....	4,463,000	4,281,000	182,000
July.....	4,406,000	4,200,700	205,300

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,  
AUGUST 1965**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,042	770	272	1,124	650	474	415
Prince Edward Island.....	249	187	62	244	156	88	99
Nova Scotia.....	5,366	3,927	1,439	4,280	3,100	1,180	2,189
New Brunswick.....	2,230	1,535	695	2,229	1,376	853	895
Quebec.....	23,904	15,619	8,285	29,499	17,694	11,805	9,482
Ontario.....	36,257	26,687	9,570	45,523	18,176	27,347	11,111
Manitoba.....	1,770	1,338	432	1,955	1,177	778	636
Saskatchewan.....	975	779	196	948	597	351	365
Alberta.....	2,275	1,679	596	2,523	1,506	1,017	840
British Columbia (incl. Yukon Terri- tory).....	9,798	6,071	3,727	9,668	6,185	3,483	3,302
Total, Canada, August 1965.....	83,866	58,592	25,274	97,993	50,617	47,376	29,334
Total, Canada, July 1965.....	86,109	59,840	26,269	72,263	40,771	31,492	43,461
Total, Canada, August 1964.....	79,016	50,458	28,558	89,451	63,164	26,287	30,844

\*In addition, revised claims received numbered 27,366.

†In addition, 26,324 revised claims were disposed of. Of these, 2,270 were special requests not granted and 1,052 appeals by claimants. There were 8,026 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
AUGUST 31, 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	July 30 1965	August 31 1964
CANADA.....	172,451	73,976	46,406	30,927	21,142	184,426	182,029
Male.....	102,756	50,354	25,244	16,338	10,820	106,205	111,497
Female.....	69,695	23,622	21,162	14,589	10,322	78,221	70,532
Newfoundland.....	3,500	1,163	1,015	866	456	4,073	4,298
Male.....	2,407	812	713	604	278	2,901	3,388
Female.....	1,093	351	302	262	178	1,172	910
Prince Edward Island.....	700	278	237	92	93	740	676
Male.....	430	168	143	59	60	487	467
Female.....	270	110	94	33	33	253	209
Nova Scotia.....	7,903	2,588	2,364	1,854	1,097	8,171	9,192
Male.....	5,483	1,885	1,610	1,305	683	5,571	6,726
Female.....	2,420	703	754	549	414	2,600	2,466
New Brunswick.....	6,516	2,441	1,660	1,506	909	6,970	6,874
Male.....	4,365	1,763	1,104	1,012	486	4,682	4,488
Female.....	2,151	678	556	494	423	2,288	2,386
Quebec.....	51,900	21,237	15,082	9,799	5,782	58,643	57,826
Male.....	32,846	14,804	8,966	5,902	3,174	36,981	37,710
Female.....	19,054	6,433	6,116	3,897	2,608	21,662	20,116
Ontario.....	68,883	34,024	17,351	10,168	7,340	70,320	65,573
Male.....	40,379	23,697	8,723	4,394	3,565	37,320	37,424
Female.....	28,504	10,327	8,628	5,774	3,775	33,000	28,149
Manitoba.....	6,158	1,868	1,473	1,531	1,286	6,759	6,942
Male.....	3,042	958	675	745	664	3,423	3,923
Female.....	3,116	910	798	786	622	3,336	3,019
Saskatchewan.....	3,070	905	889	701	575	3,357	3,486
Male.....	1,197	344	355	257	241	1,425	1,568
Female.....	1,873	561	534	444	334	1,932	1,918
Alberta.....	6,515	2,177	1,673	1,486	1,178	7,419	8,195
Male.....	3,097	1,051	699	715	632	3,749	5,213
Female.....	3,418	1,126	974	771	547	3,670	3,702
British Columbia.....	17,306	7,295	4,662	2,924	2,425	17,974	18,247
Male.....	9,510	4,872	2,256	1,345	1,037	9,666	10,590
Female.....	7,796	2,423	2,406	1,579	1,388	8,308	7,657

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, AUGUST 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	11,655	245,966
Prince Edward Island.....	2,210	46,742
Nova Scotia.....	25,221	554,179
New Brunswick.....	18,030	400,702
Quebec.....	181,918	4,221,436
Ontario.....	207,056	4,942,360
Manitoba.....	19,190	440,812
Saskatchewan.....	10,303	236,123
Alberta.....	21,847	511,724
British Columbia (including Yukon Territory).....	49,334	1,190,891
Total, Canada, August 1965.....	546,764	12,790,935
Total, Canada, July 1965.....	496,284	11,828,778
Total, Canada, August 1964.....	557,793	13,198,559

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—October.....	135.6	131.0	139.2	120.7	141.4	170.0*	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF SEPTEMBER 1965**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	Sept. 1964	Aug. 1965	Sept. 1965							
St. John's, Nfld <sup>(1)</sup> .....	121.9	124.5	123.1	119.9	116.5	116.9	121.6	165.9	148.7	116.1
Halifax.....	132.4	135.5	134.8	131.9	134.8	132.1	138.8	169.9	171.5	125.9
Saint John.....	135.3	137.8	137.5	135.3	135.0	130.6	146.7	192.4	155.8	126.6
Montreal.....	135.2	138.7	138.1	140.0	137.0	114.2	167.0	183.4	157.0	127.1
Ottawa.....	136.6	139.2	139.0	139.0	137.9	125.4	160.8	182.8	150.0	126.7
Toronto.....	137.5	140.5	141.1	136.8	142.2	127.8	148.8	175.1	192.0	123.9
Winnipeg.....	132.3	135.4	135.3	134.6	130.2	127.8	138.0	188.9	142.7	138.3
Saskatoon-Regina.....	130.4	132.6	132.2	133.9	128.5	133.5	136.8	150.9	151.3	124.4
Edmonton-Calgary.....	128.9	130.9	130.9	129.1	128.0	130.7	133.8	174.1	145.1	120.5
Vancouver.....	133.1	135.5	135.8	135.7	135.3	123.6	150.2	157.7	151.3	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>(1)</sup>St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1007.

**TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964 September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965 January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1965, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	3	1,199	15,420
Mines.....			
Manufacturing.....	57	13,299	164,790
Construction.....	18	1,779	5,320
Transpn. & utilities.....	5	3,585	10,750
Trade.....	4	49	1,070
Finance.....			
Service.....	4	1,055	18,590
Public administration.....	1	46	140
All industries.....	92	21,012	216,080

**TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1965, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	31	200
New Brunswick.....	1	350	1,050
Quebec.....	19	6,279	50,200
Ontario.....	52	12,935	146,580
Manitoba.....	2	33	690
Saskatchewan.....	2	395	4,210
Alberta.....	1	50	130
British Columbia.....	10	657	11,200
Federal.....	2	282	1,820
All jurisdictions.....	92	21,012	216,080

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1965**

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accu- mulated		
<b>FORESTRY</b>						
Price Brothers, Chicoutimi, Que.	Bush Workers, Farmers' Union (Ind.)	1,091	14,180	14,180	Sept. 14 .....	Wages, hours~
<b>MANUFACTURING</b>						
<i>Food and Beverages</i> Various Breweries, Various Locations, B.C.	Brewery Workers Locals 280 & 300 (AFL-CIO/CLC)	370 (1,000)*	7,770	11,290	Aug. 23 .....	Wages~
Canada Packers, Walkerton, Ont.	Packhouse Workers Loc. 1105 (AFL-CIO/CLC)	180	180	180	Sept. 13 Sept. 14	Hiring two non-union em- ployees~Return of workers.
Robin Hood Flour Ltd., Port Colborne, Ont.	Packhouse Workers Loc. 416 (AFL-CIO/CLC)	181	910	910	Sept. 23 .....	Wages, fringe benefits~
Coca-Cola Ltd., Quebec, Que.	Brewery Workers Loc. 327 (AFL-CIO/CLC)	147	540	540	Sept. 28 .....	Wages~
<i>Rubber</i> Mansfield-Denman General Ltd., Welland, Ont.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	375	380	380	Sept. 30 .....	Alleged unjust lay-off of one employee~
<i>Leather</i> Fortune Footwear, Hamilton, Ont.	United Textile Workers Loc. 369 (AFL-CIO/CLC)	155	380	380	Sept. 23 Sept. 28	Misunderstanding with re- spect to the hourly rate and piece work structure~Ret- urn of workers.
<i>Paper</i> Enveloppe Internationale, Montreal, Que.	Printing Trades Federation (CNTU)	128	2,180	4,610	Aug. 5 Sept. 27	Wages, hours~Wage increase 7¢ an hr. first yr., 7¢ an hr. second yr., and 7¢ the third yr.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	523	11,970	142,970	July 9 1964	Working conditions as affected by computers, job secur- ity, union membership of foremen~
<i>Primary Metals</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	3,300	105,900	Apr. 20 Sept. 7	Wages, vacations, statutory holidays~11¢ per hr. wage increase on Apr. 21, 1965, 6¢ on Jan. 21, 1966, 6¢ on Jan. 21, 1967; improved vacations, statutory holidays and other benefits.
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	680	14,700	47,420	June 24 .....	Wages, welfare program~
<i>Metal Fabricating</i> Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	649	1,620	1,620	Sept. 17 Sept. 21	Wages~Return of workers.
Winchester-Western Ltd., Cobourg, Ont.	Machinists Loc. 788 (AFL-CIO/CLC)	180	450	450	Sept. 28 .....	Wages~
<i>Transportation Equipment</i> Smith Bros. Motor Bodies Ltd., Toronto, Ont.	Auto Workers Loc. 303 (AFL-CIO/CLC)	106	850	5,890	June 23 Sept. 14	Wages, vacations, life insur- ance, merit system~\$37.50 retroactive pay, 7¢ per hr. wage increase on Sep. 14, 1965, 7¢ on March 14, 1966, 7¢ on Feb. 1, 1967; improved vacation pay, and life insur- ance; hospital insurance paid 75% by employer; merit system eliminated.
American Motors, Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,150	17,250	31,050	Aug. 13 Sept. 23	Wages~15¢ to 42¢ per hr. wage increase first yr., 6¢ second yr., and 7¢ on third yr.
De Havilland Aircraft, Malton, Downsview, Ont.	Auto Workers Loc. 112 (AFL-CIO/CLC)	4,837	72,560	96,750	Aug. 24 Sept. 23	Wages~25¢ to 33¢ per hr. wage increase according to classification and 4¢ per hr. cost of living bonus.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1965**

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accu- mulated		
York Gears Ltd., Weston, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	244	1,220	1,220	Sept. 24 .....	Wages, hours~
<i>Electrical Products</i> Canadian Westinghouse, London, Ont.	U.E. Loc. 546 (Ind.)	194	4,070	8,720	Aug. 4 .....	Wages~
<i>Non-Metallic Mineral Products</i> National Sewer Pipe Ltd., Various Locations, Ont.	CLC directly chartered	154	1,510	9,970	June 14 Sept. 20	Wages, statutory holidays, vacations and sick benefits~ Wage increase \$75 retroactive pay, 8 statutory holidays, vacations, 3 wks, after 16 yrs. in 1966, after 15 yrs. in 1967; improved sick benefits.
<i>Petroleum and Coal Products</i> British American Oil & Affiliates, Various Locations, Sask.	Oil Workers Locs. 9-595 & 9-609 (AFL-CIO/CLC)	245	3,680	3,680	Sept. 10 .....	Wages~
British American Oil & Affiliates, Various locations, B.C.	Oil Workers Locs. 503, 9-601,9-675 (AFL-CIO/CLC)	184	2,070	2,070	Sept. 14 .....	Wages~
British American Oil, Clarkson, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	4,880	4,880	Sept. 15 .....	Wages~
CONSTRUCTION Toronto Construction Association, Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	450	900	4,050	Aug. 23 Sept. 3	Wages~20¢ an. hr. increase Sep. 1, 1965; 5¢ on May 1, 1966; 14¢ on Nov. 1, 1966; im- proved travel allowances, vacation and welfare pay.
Cadillac Construction, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	129	390	1,290	Aug. 23 Sept. 4	Wages~Return of workers.
Mace Limited, Belledune, N.B.	Labourers Loc. 1278 (AFL-CIO/CLC)	350	1,050	1,750	Aug. 28 Sept. 7	Wages, hours~Return of workers, further negotiations.
Various Construction Contractors, Saskatoon, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	150	530	530	Sept. 14 Sept. 20	Travelling allowances~ Fixed cash allowance or pay- ment at discretion of em- ployer.
Various Construction Contractors, Smooth Rock Falls, Ont.	Labourers Loc. 607 (AFL-CIO/CLC)	300	600	600	Sept. 27 Sept. 29	Equal wage rate for all labourers~Wage rate gen- eralized for all labourers.
TRANSPN. & UTILITIES <i>Transportation</i> Cumberland Railway Co., Glace Bay, N.S.	Trainmen Loc. 684 (AFL-CIO/CLC)	101	910	1,010	Sept. 19 .....	Wages, pension plan~
<i>Power, Gas and Water</i> Pierre Brunelle Inc., Ville d'Anjou, Que.	District 50 U.M.W.A. Loc. 13946 (Ind.)	300	150	150	Sept. 13 Sept. 14	Hours, union recognition~ Return of workers.
Hydro-Quebec, Montreal, Que.	Office Employees (C.N.T.U.)	1,575	7,880	7,880	Sept. 20 Sept. 27	Wages, hours, seniority rights~Return of workers pending further negotiations on wages and hours, seniority rights dropped.
Hydro-Quebec, Manicouagan, Que.	C.N.T.U.	1,600	1,600	1,600	Sept. 27 Sept. 28	Paid lunch hr., transpor- tation from job to job~Re- turn of workers.
SERVICE <i>Education</i> Commission Scolaire Regionale de la Mauricie Various Locations, Que.	C.N.T.U.	525	9,450	9,450	Sept. 7 .....	Salaries~
<i>Personal Services</i> Chateau Frontenac Quebec, Que.	Railway, Transport & General Workers Loc. 277 (CLC)	475	9,060	9,060	Sept. 6 .....	Wages, hours, working con- ditions~

THE

# LABOUR GAZETTE

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(Continued on page three of cover)

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## OECD Review Praises

### Canadian Manpower Policy

*Three international experts in employment, manpower and labour market policies conclude that Canada has pressed with vigour in this area. Similar studies are being made in 21 other countries*

A review of manpower and social problems, programs and policies in Canada was recently published by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development under the title, "Examination of Canada."

The review contains the conclusions of an international group of examiners, appointed by the OECD, who visited Canada in January 1965 to study the country's manpower policies as part of the organization's policy of sharing information in pursuit of economic growth, increased trade and industrial development.

Studies of the kind are being made in the 21 European and North American countries that belong to the OECD.

The team of examiners consisted of three international experts in the fields of employment, manpower and labour market policies. They were assisted by officials of the Department of Labour, who supplied them with the materials they asked for and answered their questions.

"The Canadian Government has accepted the basic principles of an active manpower policy. . . . During the last few years, this commitment has been implemented through a series of new far-reaching programs and administrative changes over the wide area of manpower and social policy," the review says.

"The vigour with which efforts in this area have been pressed, and the resources assigned to these new programs speak of the determination to implement an active manpower policy. . . .

#### Relatively New in Canada

"The assumption by government of the responsibility to provide a variegated series of incentives and facilities, aids, services and programs for achieving these objectives is relatively new in Canada, a country accustomed to reliance on individual efforts and resources in the economic field. . . ."

Referring to the manpower policies and programs being pursued by the federal and provincial governments of Canada, the report remarks, "The programs have been characterized by clarity of purpose and close awareness of national economic needs. They are

imaginative and reflect great initiative and willingness to experiment, test, revise, and to substitute where necessary new for old methods.

#### Most Original Programs

"Among the most original of the new programs are the winter employment schemes and the federal government service to aid labour and management in collective bargaining adjustments to technical change.

"The clarity of purpose is reflected in the modification of the experimental Older Workers Incentive Program, and the insistence on job development for the underemployed and unemployed in depressed areas. The Government has shown its flexibility in transferring the National Employment Service to the Department of Labour, and in defining its central role in ensuring the effective implementation of an active manpower policy.

"The federal Department of Labour has been performing a crucial role of stimulation, technical support, standards development and leadership in the areas where the provinces, for constitutional reasons, have primary responsibility, such as vocational and technical training."

Hon. Allan J. MacEachen, Minister of Labour, in referring to this review, said, "I am particularly pleased that, in the view of those who conducted this examination, we are building our manpower policies in Canada on a solid foundation. In this they recognize the importance in our national growth of the vigorous steps being taken to develop our human resources, and to help individuals achieve their maximum potential."

## 50 Years Ago This Month

*Work on large war orders in factories, and the movement and marketing of record-breaking Western crop keep employment in November 1915 at same high level as in the previous month*

Employment during November 1915 remained at the same level as in October, the LABOUR GAZETTE for December reported. This continued activity was attributed partly to war orders that furnished "the bulk of activity in large industrial centres," and partly to the effect of the movement and marketing of the large Western grain crop, which was beginning to be felt. The crop was described as "record-breaking . . . in almost all Western districts.

"Threshing continued in many localities of the West, though in a number of districts outfits were being taken out and employees discharged. These men were either returning to their homes in the East or were finding employment in the lumbering districts of Northern Saskatchewan."

In British Columbia, the lumbering industry was not so active "on account of many sawmills closing down for the winter, but this condition was offset in many localities by the engagement of men for the woods."

From Newcastle, N.B. it was also reported that although "most of the sawmills had closed, large crews were going into the woods." At Fredericton, "nearly all sawmills in the vicinity were closed down for the winter, but in most instances the men employed in the sawmills went into the logging camps."

From Moncton, however, "it was reported that the indications were the cut of lumber would be small and the demand for men and teams light." The correspondent at the head of the Lakes said that "there was practically no lumbering in the district this year, as lumber yards are full of unsold stock from previous cuts."

In Quebec and Ontario many of the factories were busy working on war orders. The Montreal correspondent said, "The Canadian Government has given large army shoe orders aggregating 640,000 pairs to manufacturers, who are mainly in this district. Orders have been not only for regular boots, but for rest, or hospital shoes, and larrigans for trench work. Manufacturers in Montreal, Quebec, St. Hyacinthe, Sherbrooke, Plessisville and elsewhere participated in this order."

The president of one company said that his firm had closed an order for more than \$1,000,000, and that this was "the forerunner of larger business for export account." Many other factories of various kinds were also

reported to be busy. "Most of the cotton mills are busy to capacity and domestic manufacturers of woollens were working day and night shifts."

The Ottawa correspondent said, "Trades engaged in the manufacture of war supplies continued busy, and in this connection a demand from the United States for skilled leather workers was reported."

This correspondent said also, "A number of local carpenters have found employment in United States centres where building is reported active. . . . Forty per cent of the members of the Bricklayers' Union have enlisted.

"Comparatively few changes in wages in November" were reported. One such change, however, affected employees of the Nova Scotia Steel and Coal Company. "Surface and underground labour at the collieries . . . at Sydney Mines to the number of 480 received an increase of 5 cents per day on November 1; and shiftmen, timbermen, tracklayers, landing tenders and other classes to the number of 630 received a like increase. Under the arrangement, the classes mentioned will receive another increase of 5 cents per day on April 1, 1916.

"Early closing rules which went into effect under provincial liquor law changes had the effect of reducing the number of hours worked per day by bartenders in Ontario. At Hamilton, cigarmakers had the limit of piecework raised from 1,000 per week to 1,350 on November 1, which meant a difference of \$5 per week in wages.

"Teamsters in the employ of the city of Calgary had wages reduced from 60 to 55 cents per hour."

Another report from Montreal said, "The Soldiers' Employment Commission, Province of Quebec, started work on November 26, organizing and preparing to cover the province in a way that will enable them to find work for the returned soldiers and help for the totally disabled. According to [the] honorary secretary of the Montreal branch, Canadian Patriotic Fund, 300 of these men were looking for work and only an occasional one finding employment."

The same correspondent also reported, "The International Barbers' Union are trying to bring about the closing of all barber shops between 8 p.m. and 7.30 a.m., except on Saturdays. The Trades and Labour Council has endorsed the movement."

## NOTES OF CURRENT INTEREST

### Saskatchewan Doctors Would Vote to Continue Medicare

A majority of Saskatchewan doctors now consider the province's medicare plan a success and would vote in favour of continuing it if questioned on the subject according to replies to a survey mailed last February by Dr. W. P. Thompson, president emeritus of the University of Saskatchewan.

A majority of the replies received were favourable—even those from doctors who had practised in the province before the legislation came into effect, and in spite of opposition to the survey by the province's College of Physicians and Surgeons, which called the questionnaire inadequate and its author prejudiced.

Dr. Thompson said that he had received 255 replies from a total of 809 physicians questioned, and that 242 of these were usable. This latter number represented more than a third of the doctors whom the Medical Care Insurance Commission regards as in full-time practise.

Of those who answered the question, 72 per cent said that they would vote for continuance

of the medicare program if a secret ballot were conducted. Sixty-four per cent of those who were practising in the province before the plan was introduced, and 87 per cent of those who began to practise after that, answered favourably.

Dr. Thompson said it appeared from statistics and comments that accompanied the questionnaires that many persons were abusing the plan. At the same time, a surprisingly large number of replies said that doctors were also to blame for allowing or encouraging unreasonable demands in order to augment their income.

He also said that replies to the survey led to the general conclusion that, in the opinion of those answering, there had been some lowering of the quality of service since the plan was introduced. About 70 per cent of those who replied said that the relationship between doctor and patient was as good as, or better than it was before medicare came into effect.

### B.C. Federation of Labour Makes Manpower Proposals

The setting up of a committee representing government, management and labour was proposed by the manpower committee of the British Columbia Federation of Labour at the Federation's recent convention in Vancouver. The purpose of the committee would be to inquire into the relationship between present apprenticeship training programs and the actual needs of the labour market.

The Federation's manpower committee said that there was a lack of comprehensive information on the kinds of skill required, and that as a result there was a wide diversity in the types of plans and programs concerning apprenticeship.

The Federation proposed four other measures relating to the training of workers:

(1) All manpower programs concerning placement, training, retraining, relocation, consultation services, vocational guidance and research should be co-ordinated under one federal service, instead of under many services as at present.

(2) A full analysis of the supply and demand situation regarding labour should be started immediately. Until this was done, no progress could be made in training.

(3) A fund should be set up by the federal Government to help displaced and unemployed workers to move from one district to

another. This fund should cover the cost of the move to the worker, and what the Federation called "a reasonable settlement grant."

(4) A program of free training and re-training should be set up for displaced and unemployed workers that would provide for a living allowance for the worker and his family during training.

### R. C. Smith Elected To Transportation Union Post

R. C. (Dick) Smith, Vice-President of the Transportation-Communication Employees Union, has succeeded Frank Hall as chairman of the Joint Negotiating Committee and General Conference Committee of the "non-operating" railway unions (L.G., Nov., p. 1016).

Born in New Brunswick, 38 years ago, Dick Smith, whose father is a Canadian Pacific Railway Engineer, began his career on the Canadian Pacific Railway in 1943 at Aroostook, N.B.

He became interested in the labour field, and in 1952 was elected district chairman of the Transportation-Communication Employees Union, formerly known as the Order of Railroad Telegraphers. In 1958 he was elected

general chairman. After his election as vice-president in 1963, Mr. Smith became a member of the Non-Ops Negotiating Committee. Since then he has been active as chairman of sub-committees.



**R. C. SMITH**

He is a former member of the Canadian Pacific Pension Board and at present is a member of the Employees Benefit Plan Administrative Committee.

Mr. Smith was recently elected vice-chairman of the Canadian Railway Labour Executives' Association that endeavours to unite all international railway unions on matters of mutual concern outside of the field of collective bargaining.

## Low Wages, Discipline Cited In Hospital Staff Turnover

Ontario hospitals were criticized at the 41st annual convention of the Ontario Hospital Association in Toronto for wasting manpower through high staff turnover caused by low wages, over-strict discipline and poor communication between administrators and lower-echelon workers.

The criticisms were voiced by Albert G. Hearn, international vice-president of the Building Service Employees' International Union, and Lloyd B. Sharpe, employment relations director of the Registered Nurses' Association of Ontario.

Mr. Hearn said staff turnover in 1965 is as high as, or higher than it has been in the past 10 years.

The core of long-service loyal employees who saw the hospitals through the prewar, war and post war periods is gradually disappearing through death and retirement. Unless hospitals overcome shortcomings that cause the high turnover they will not be good employers, but will continue the manpower wastage and never achieve stable staffs, Mr. Hearn said.

Hospital work, he said, offers advantages and disadvantages:

- Steady year-round work;
- sick leave programs; and
- workmen's compensation.

These practically insure a guaranteed annual wage. However, shift work of the 24-hour a day, seven days a week operation does not attract all employees and will have to be offset by shift premiums and other attractions.

He said hospitals paid low wages and disciplined employees unnecessarily. Women form 60 per cent of hospitals' non-professional staff and their starting rates in many cases fail to reach \$2,000 a year.

Mr. Hearn said that much staff turnover could be eliminated if policies enunciated at the top level were better communicated through supervisors to the rank and file.

Mr. Sharpe said hospitals should put more emphasis on care of their staff, and urged collective bargaining for nurses.

Application has been made for permission to hold collective bargaining discussions at a Windsor hospital, he said, and another in that city and one in Eastern Ontario are considering similar moves.

## White-Collar Agreement Signed at Textile Firm

A contract covering 142 office, clerical and technical employees, the first white-collar agreement in Canada for the Textile Workers Union of America, has been signed by the union at Courtaulds (Canada) Limited, Cornwall, Ontario.

The one-year agreement contains two significant features for a first contract:

—salary increases are retroactive to July 1, 1965;

—a full union shop security provision requiring all employees in the bargaining unit to become members of the union as a condition of employment.

Salary increases range from \$20 to \$60 a month, except for employees who now are earning more than the maximum scale. They

will get a lump sum of \$120, equivalent of \$10 a month increase over the life of the agreement.

A clause covering technological changes calls for severance pay at the rate of one week's salary for each year of service.

In Britain, a scheme for giving white-collar status to 56,000 manual workers in the Imperial Chemical Industries, with an annual salary paid weekly and a monthly contract, is to be put on trial at four plants. If it succeeds, it will be extended, plant by plant, throughout the company in Britain.

Its success would have wide implications for industry as a whole because of the diverse nature of ICI's operations, whose manufactures range from nylons to explosives.

The object of the new scheme is to try to adapt the use of manpower and pay structures to the changed conditions of a science-based industry that is spending huge sums of money on highly instrumented processes. This is changing the nature of its manual employees' work, and the rise in the level of education is at the same time giving them the opportunity to take greater responsibility.

The agreement seeks to give the employee the status and pay that recognizes the importance of his contribution to the company and his acceptance of more responsibility, while using him to the best of his ability for as much of his time as possible.

The company expects it will bring a 10 per cent saving in labour costs and, therefore, help the trend toward lower prices to the consumer.

## Canadian Labour Costs Drop Between 1960 and 1964

A study by the U.S. Bureau of Labor Statistics that compared unit labour costs in manufacturing in eight countries, confirms that Canadian unit labour costs dropped between 1960 and 1964, and showed only a 3 per cent increase in the last seven years. This is a smaller increase than that of any other country in the study. In addition to Canada, the countries under study were: the United States, France, Germany, Japan, The Netherlands, Sweden and the United Kingdom.

"This study provides dramatic evidence that Canada is rapidly improving her labour cost position in manufacturing relative to other industrial nations," William Dodge, executive vice-president of the Canadian Labour Congress, said in a recent address to the Canadian Export Association.

Mr. Dodge said that labour costs, far from taking off, have in fact been remarkably stable. "I think the facts demonstrate that labour costs have not been an inhibiting force

in the expansion of Canada's export trade. I do not suggest that the time could never come when wages would increase faster than productivity, give rise to some cost pressures on the Canadian economy, and perhaps pose some problems for our export position.

"If that time comes, you can count on labour to behave responsibly and consider the interests of the country as a whole. This does not mean that we will never seek wage increases which are greater than productivity. To accept that rigid guideline would be to accept the status quo on labour's relative share of rising national income. It would mean labour should never try to increase its share relative to the other factors of production, such as capital.

"I don't believe that the improvement and survival of Canada's export trade depends on this kind of arrangement. It would be an arrangement based on social value judgment, not on economic necessity.

"Nevertheless, labour will always be conscious that productivity is an indispensable consideration in our plans and our activities. Productivity will always be a major factor in forming the environment in which wage demands take place, but we do not necessarily accept the idea that it should form the ceiling on those demands," he declared.

## Survey Indicates Canada Tops Affluence League

Two British newspaper surveys indicate that Canada is the western world's most affluent country and enjoys a moderate cost of living compared with other industrial nations.

A "table of affluence" published by the *Daily Express* rates Canada "the world champion of high living." The rating is based on a system that relates good living to the percentage of households possessing central heating, refrigerators, cars, telephones, washing machines and television sets.

A *Financial Times* survey on the cost of living in 23 major world cities, shows Montreal is a place of moderate costs compared with Tokyo, New York, Paris and London.

The international affluence table, based on statistics from eight countries, shows Canada top in all of six categories. The United States is second to Canada in all categories but central heating, in which Sweden is second.

Britain ranks third in possession of television sets and washing machines, fifth in telephones and seventh in central heating, refrigerators and cars. Italy ranks last of the eight countries in all but the television and washing machine categories, in which France is bottom of the league.

## Student Group Plans Labour-Farm Alliances

The *Union générale des Etudiants du Québec* recently announced that it planned a series of alliances with labour and farm organizations. Robert Nelson, newly elected president of the year-old French-speaking student movement, said that the new executive intended to engage in negotiations with the Confederation of National Trade Unions and the Catholic Farmers' Union to establish permanent "mechanisms of consultation."

The move toward alliance with the labour and farm cause appeared to be the result of a speech delivered earlier by CNTU president Marcel Pepin to 400 delegates to a student conference. In the speech, Mr. Pepin invited the students to take part in a popular front, together with town workers, farmers, students and unionized professionals.

## Secondary Industry Gets Help From Manitoba Government

The Manitoba Government, provided with an industrial training budget of \$500,000, has embarked on a plan to increase employment and improve productivity in secondary industry by three methods.

Hon. Gurney Evans, Minister of Industry and Commerce, said that under the plan the Government would:

- (1) help any manufacturing or processing firm to carry out an in-plant training program similar to the reputedly successful program started last year in the garment industry;

- (2) pay half the tuition fees for supervisory persons who are required to attend training institutions outside the province;

- (3) give technical assistance grants to manufacturing concerns to the extent of a third of the cost of professional studies and investigations into modern management methods in production, cost control marketing, design and product development.

This plan is in addition to loans already obtainable for plant and product engineering assistance.

## Go North, Young Man, Go North! Urges Mine Workers Union

The establishment of a Royal Commission to draw up an extensive plan for the development of the Canadian north was suggested by the International Union of Mine, Mill and Smelter Workers in a brief recently presented in Ottawa to the Advisory Commission on the Development of Government in the Northwest Territories.

"We believe an overall 10 or 20-year plan would stir and excite the imagination of Canadians, enlist their capital and enthusiastic support, mobilize our effort to serve the national interest, and offer a new and challenging frontier of growth to our youth," the union said.

The brief urged that the resources of the north should remain under Canadian control and be developed largely by crown corporations.

## Canadian Manufacturing Men Attend Four-Day Forum in U.S.

A number of manufacturing executives from the Canadian Aerospace Industry attended a four-day forum in October at Los Angeles, Cal., and Seattle, Wash. Organized by the federal Department of Industry, the program was aimed at assisting Canadian firms in obtaining a better knowledge of the latest manufacturing techniques developed in the U.S.

The agenda included attendance at an aeronautic and space engineering and manufacturing meeting in Los Angeles, and discussions on the selection and application of the latest techniques and equipment for the manufacture of aerospace hardware.

They visited the Norair Division of the Northrop Corporation and the Boeing Company in Seattle where production methods and designs were studied.

## CLC-Sponsored Conference Deals with Health and Safety

The Fourth Annual Conference on Occupational Health and Safety, sponsored by the Canadian Labour Congress, which was held in Winnipeg in the middle of October, was attended by 140 delegates.

Delegates were sent by six provinces: Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. About 35 unions were represented. CLC executive vice-president Joe Morris, who was one of the leading speakers, delivered the opening address on "The CLC and Safety"; and the next day he spoke on "A Health and Safety Action Program for Labour."

Other principal speakers were: Hon. Obie Baizley, Manitoba Minister of Labour; Dr. E. Mastromatteo, Ontario Department of Health; Miss Mildred I. Walker, Department of National Health and Welfare; and W. Elliott Wilson, Q.C., chairman of the Manitoba Workmen's Compensation Board, who spoke on "The Role of Industrial Safety Organizations."

## Many U.S. Strikes Serve No Useful Purpose

Many of the 2,000 strikes that occur on the average each year in the United States do not make sense, and a fair proportion of them serve no useful purpose, according to an opinion expressed recently by William E. Simkin, Director of that country's Federal Mediation and Conciliation Service.

In an address at a meeting of the Personnel and Industrial Relations Association of Los Angeles, Mr. Simkin referred to what he called "the inadequacy of crisis bargaining to solve some of the issues that are arising with increasing frequency." Some of the points he made were:

"In my opinion we will retain crisis bargaining for the indefinite future for at least some issues. For example, wage determination and the over-all size of the economic package are issues that frequently require the pressures of a deadline.

"However, many so-called job security issues, adjustments to automation, required changes of seniority or incentive pay systems, and certain aspects of pension and insurance plans are examples of types of issues that simply are not susceptible to sound 'last minute' decisions.

"If collective bargaining is to continue to fulfil its purposes, the major changes of the institution in the years ahead will be directed to ways to establish and perfect more or less continuous dialogue in between the times of crisis bargaining."

Mr. Simkin observed, however, that because in many disputes the imminent threat of a strike helped to bring about agreement, it was inevitable that the threat would sometimes be carried out.

## U.S. to Use Case Studies For "Hard-Core" Unemployed

Individual case studies of the reasons for unemployment would be part of a "Human Resources Development Program" recently proposed by United States Secretary of Labor Willard Wirtz. His plan would require the co-operation of federal and state authorities and private groups in making the studies, and in taking action to deal with the "hard-core" unemployment at which the program would be directed.

The Secretary of Labor offered the services of his department in working on such a project, together with the Illinois Employment Service, the city of Chicago, and industry and labour in the city. The plan would be to take census tracts of the city in which unemploy-

ment is heavy, and to arrange for voluntary registration and interviewing of those seeking work, in order to find out about their abilities and need for training. It would then be possible to decide what should be done to help them.

The program would supplement work of this nature already being done by state employment services.

## Scholarship Fund Being Set Up In Memory of Joe Gannon

Plans for setting up a Joe Gannon Memorial Scholarship Fund have been made by a committee of the Nova Scotia Federation of Labour. Mr. Gannon, a regional vice-president of the Canadian Labour Congress, was killed in a traffic accident in September (L.G., Nov., p. 1016).

According to the plans, local unions will finance the scholarship fund through the Federation by apportioning a percentage of per capita tax payments to it. Private persons who wish to contribute may do so at Federation headquarters in Halifax.

It has been decided to provide \$500 annual scholarships for the sons, daughters, or legal wards of union members whose unions are affiliated with the Federation. The number of scholarships will depend on the funds received.

## Manufacturers Trying to Overcome Shortage of Computer Programers

A shortage of computer programers is leading to stepped-up training activities by manufacturers in the U.S. It is estimated that 25,000 more than the present 100,000 programers are needed to efficiently handle the nation's 23,000 computers.

Computer manufacturers are aware of their stakes in the situation; they stand to lose in future sales if the shortage of programers continues. Sales have been growing at an annual rate of 15 to 20 per cent. The companies are also aware of even greater computer personnel needs that will arise as applications of computer systems are expanded.

The manufacturers are utilizing several methods to reduce the shortage. National Cash Register has designed a 60-hour taped course to train inexperienced individuals in the use of its small business computers, and provides aptitude tests for use in selecting personnel to undergo the training.

IBM plans to distribute 90,000 instruction kits to customers this year, and to increase

programing training of its own and customers' employees by 15 per cent.

Control Data Corporation is launching a school to teach programing and computer technology.

### First Conference on Aging To Be Held in Toronto

The first Canadian Conference on Aging, which is to be held in Toronto on January 24-28, is being sponsored by the Canadian Welfare Council. A number of organizations that are acting as co-sponsors include: the Canadian Broadcasting Corporation, the Canadian Labour Congress, the Canadian Medical Association, the Canadian Chamber of Commerce, the National Council of Women, and the Canadian Council of Churches.

Plenary sessions will be held on: "Aging in the Individual," "Aging in Our Society," and "Future Policy for Old Age." For a number of the sessions, the conference will be broken up into concurrent discussion groups and concurrent interest groups. At the beginning of the conference, tours will be made of institutions in the Toronto district.

### Record Five-Year Contract Goes Into Effect in U.S.

New five-year contracts, the longest ever signed by the contracting parties, have gone into effect between the Convair and Pomona Divisions of General Dynamics Corporation and the International Association of Machinists in the United States.

The company called the unprecedented length of the agreements a contribution to "long-term labour stability that will provide a sound economic basis for acquiring new business and providing job opportunities."

The agreements cover 6,500 employees in the Convair Division, and 1,700 in the Pomona Division. Major provisions include an annual 8-cent-an-hour increase, a savings and stock investment plan to replace the former extended layoff benefit program, three weeks' vacation after 10 years, and four weeks after 20 years, additional insurance, and an improved union security clause.

A new sick leave accumulation plan will permit employees to "bank" unused sick leave up to 30 days for catastrophic illness, bereavement, or job termination.

In Canada a seven-year master collective agreement was signed in mid-June by a council of 12 building trades unions and an association of contractors that is expected to ensure construction of the Welland Canal "twinning" project and related highway work (L.G., Aug., p. 694).

### U.S. House Committee Hears Suggestions on Labour Laws

The U.S. House Labor Committee hearings on possible study of the National Labor Relations Board and the Taft-Hartley Act produced a host of suggestions from unions, employer groups and Congressmen.

The AFL-CIO's industrial union department called for an investigation of anti-union employers, especially in the South, and claimed that southern workers feel that the NLRB is not for them but for the employers.

The group also urged establishment of a special court to enforce NLRB orders. The Teamsters recommended that the Taft Act be changed to deny the employer any right to state his views during a union election campaign.

The Chamber of Commerce of the United States urged "extensive hearings on all phases of NLRB activities", and charged the board with causing chaos and confusion, having "pro-union and anti-worker" procedures, and setting itself up as the "self-anointed maker of our national labor policies."

The National Association of Manufacturers, while not participating in the hearings, said in a letter that it was also concerned with the board's functioning as a policy-making agency.

Senator Jacob Javits called for a comprehensive review of the Taft-Hartley Act, noting "problem areas" such as the captive audience doctrine, employer free speech, the national emergency section, enforcement of no-strike agreements, and better regulation of welfare funds.

### Unions Given Same Rights Of Withdrawal as Employers

Unions have the same right to withdraw from multi-employer bargaining unions as employers, according to two decisions by the U.S. National Labor Relations Board.

The board ordered the Detroit Free Press and the Detroit News to cease their refusal to bargain with the Paper Handlers and Plate Handlers Union Local 10, and the Detroit Newspaper Printing Pressmen's Union Local 13. The two unions had given notice to the employer association that they wished to conduct bargaining on an individual employer basis. The newspapers replied that they would continue bargaining only on an association basis.

Noting that present board policy allows an employer to withdraw from an association at will as long as the request is made before the date set by the contract for modification, or before the agreed-on date to begin negotia-

tions, the board majority says that since the unions followed this procedure, they should be permitted the same rights of withdrawal.

The board rejected arguments from the employers that because union withdrawal strengthens the union, and employer withdrawal weakens the employers, unions should be subject to more restrictive rules regarding withdrawal.

The NLRB contends that the bargaining power of either side is not a criterion for determining the appropriateness of a bargaining unit. The majority further stated that even if increasing the effectiveness of the strike weapons were the only reason for union withdrawal, the board would have no legitimate basis for preventing withdrawal.

### NLRB Internship For Law Professors

Establishment of an National Labor Relations Board internship for law school professors interested in labour law has been announced by the United States National Labor Relations Board. The creation of the staff position, at an annual salary of \$10,000 to \$17,000, has two objects—to give the professors a first-hand knowledge of the Board's purpose and activities, and to enable them to take a broader view of the Board's cases.

According to the *AFL-CIO News* for October 30, the first appointment will be for the school year beginning on September 1, 1966.

### U.S. to Make Grants For Manpower Research

Grants for manpower research by colleges and universities will be made under a program to be directed by the United States Department of Labor under authority of recent amendments to the U.S. Manpower Development and Training Act.

In announcing the program, Secretary of Labor Willard Wirtz said that there were "many more new people, and more new machines than new ideas about how to use them." The aim of the program would be to "get the ideas of those who have more time to think than we have."

### Actors' Equity Affiliates with CLC

The Actors' Equity Association has been accepted as an affiliate of the Canadian Labour Congress, it was announced recently. The Association is an international organization with 2,000 members in Canada.

### Aiming at Better Accord Between Business and College Campuses

A better accord between the business community and college campuses is the goal of Monsanto Chemical Company's annual seminars with college faculty members in the United States.

Foreseeing an increase in its need for marketing personnel, Monsanto is attempting to gain academic co-operation in its recruiting efforts. The company hopes to offset the problems that recruiters face on college campuses today, where the business image is often a "dirty" one, and education and government services are luring talented graduates away from the business community.

The two-day annual conference is designed to present a clearer picture of the chemical marketing function, and to provide a better understanding of business in general and the company in particular.

Group discussions are held on such topics as business as a career, the various facets of marketing at the company, the marketing of a new product (by case example), new developments in Monsanto research, the professional development of the marketing man, marketing assignments and market research, and technical service.

Round table discussions explore the inter-relationships of business and industry, and how better understanding and mutual assistance between the two can be fostered. To overcome some of the communications and other problems that exist in the business-industry relationship, the conference members proposed a number of actions. These include:

1. the adoption by more companies of a "year in industry" program for college professors;
2. "swap" programs, in which a company and a college exchange a man for a year;
3. greater use by companies of college professors as consultants;
4. salaries in industry high enough to attract graduates who might also be considering college teaching, and some arrangements whereby students who plan eventually to teach could spend their first few career years in business;
5. the establishment of "university relations" functions in companies to provide regular contacts with universities; and
6. "inverse sabbaticals" in which businessmen could spend two weeks or so on campus, talking to university people in their area of interest, auditing seminars, and generally "taking stock".

## U.K. Union's Services Firm Arouses Controversy

The decision of the 800,000-member National Union of General and Municipal Workers to establish what is known as a services company has aroused controversy in Britain. The company has been established in order to allow union members and their families to buy, at lower prices than in regular markets, such goods and services as motor cars, house and personal insurance, holidays and holiday travel, and household goods.

Some of the unions whose members are employed in the insurance business and in other industries likely to be affected by this competition complain that it will impair their members' standard of living. Some firms, including concerns in the co-operative movement, contend that the NUGMW is engaging in unfair trading.

The union's answer to this criticism is that its members will be free to buy in the regular channels if they wish to do so.

It is also objected that the venture will divert the union from its proper trade union activities. But the union says that it is for this reason that it has established a separate company, and that union officials will be free to carry on their usual functions without interruption.

## Manpower Adjustment Report Available from OECD Division

A report on "Successful Manpower Adjustment to Changing Technology Involving a Joint Union Management Approach" has been published by the Social Affairs Division of the Organization for Economic Co-operation and Development, as National Missions 1964—Report No. 9. The report was prepared by a Canadian joint team representing employers and unions that visited the United States in September 1964 for the purpose of studying the subject dealt with in the report. The team was accompanied by a Canadian Government observer.

The team visited: Cleveland, Ohio, to study the joint action of federal, state and local authorities in relation to manpower problems; South Bend, Ind., to study the situation brought about by the closing down of the Studebaker Automobile plant in 1963; Long Beach, Calif., in connection with the mechanization and modernization agreement between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union; and Oakland, Calif., to discuss the operation of the Kaiser Steel

Company's Long Range Sharing Plan, particularly in relation to manpower displacements.

## British Guiana Women and Alberta Federation May Twin

The Women's Advisory Committee of British Guiana has agreed to sponsor a visit by two officials of the Alberta Federation of Labour to consider the feasibility of setting in motion a "twinning" program. The purpose of "twinning" is to arrange for closer collaboration between the trade union movement of British Guiana and the Alberta Federation of Labour. The main benefits to be derived from the project are expected to be:

- exchange programs between workers in Alberta and workers in British Guiana;

- the sharing of educational and vocational training facilities;

- the sponsoring of charter flights bringing Canadian trade unionists as tourists to British Guiana and vice versa.

Commenting on the proposal, Frank Bodie, executive secretary-treasurer of the Alberta Federation of Labour said:

"It seems to me that your suggestion of twinning between either a section of the trade union movement in Canada, or on a broader scale, with a counterpart in British Guiana is an excellent one, and deserves a very thorough study of the whole idea to seek out its possibilities. While the idea certainly lends itself to International Co-operation Year, ICY will shortly be drawing to a close. However, here in Canada we are looking forward to our Centennial celebrations in 1967, and I know our Federation, through its public relations committee, has been giving a great deal of thought to this idea of twinning."

## Impressive Increase in Women Workers in Japan

In 1964, married women workers represented one-third (32.9 per cent) of the total number of women workers in Japan. They made up 95 per cent of the one-year increase of 240,000 women workers in that year. Although more than half of the total 8,350,000 was made up of unmarried workers, that category showed a decrease of 10,000 for the same period.

The 900,000 "unclassified" women workers represent an increase of 10,000 over the previous year.

The ratio of married women workers has increased from the rate of 1 out of 5 to 1 out of 3 in the past 10 years.

# NEW YEAR MESSAGES

ALLAN J. MacEACHEN

## Minister of Labour

On behalf of my colleague, the Hon. John Nicholson, the new Minister of Labour, who will be returning to Canada on January 2, and on my own behalf as Minister of Labour during the past year, I would like to extend our best wishes to all Canadians at this season of the year.

The year just past has indeed been one of great progress and of continuing prosperity.

Employment rose rapidly to the highest level in our history. Unemployment dropped to the lowest point in nine years. Personal incomes continued to rise and there were further improvements in working conditions.

The increase in the labour force was one of the largest in recent years. In an economy less healthy than ours, such an increase could have created serious difficulty. It demanded a corresponding increase in employment just to absorb the new arrivals in the labour force, on top of the increase needed to reduce unemployment.

Employment in 1965, averaged over the first 11 months, was almost 6,900,000, an increase of 248,000 or 3.8 per cent over the year before. By comparison, the average yearly increase during the five-year period ending in 1964 was 2.4 per cent.

It is evidence of our economic growth that enough new jobs were created to balance the growth of the labour force and to reduce unemployment, by November, to the lowest rate for the month since 1956.

The seasonally adjusted unemployment rate in November was 3.6 per cent, compared with 4.2 per cent at the beginning of the year and 4.3 per cent in November 1964.

Unemployment is still a cause for concern, but with the rate below 4 per cent in recent months the dimensions of the problem are now substantially reduced. Our task is now more and more one of concentrating on measures to aid those areas of the country and those people who, for one reason or another, are not sharing fully in Canada's prosperity.

The combination of increasing job opportunities and declining unemployment has produced labour shortages, in certain occupations and certain areas of the country.

For instance, there has been a continuing strong demand for skilled workers in most of the construction and metalworking trades. There has also been a tight labour market in the technical and professional occupations.

The shortage of workers in the construction industry may become more critical next year. To meet this threat, an industry-government committee has been set up by the Department of Labour to find ways of stepping up training for the construction trades.

The major objectives of the committee are to double, from 10,000 to 20,000, enrolment in short-term construction training courses this winter and to double the number of new apprentices in the industry over the coming year. A pilot training project will start in January in Sarnia, Ontario.

To a large extent, our shortages are not of manpower, but of skills. We have made enormous progress in expanding technical and vocational training in Canada. Since 1961, when the present federal-provincial agreements were signed, accommodation for more than 325,000 new students has been provided in provincial technical and vocational schools and institutes of technology, with federal assistance, and training for the unemployed has been increasing from year to year.

The great need now is for more training within industry. This kind of training, for which federal assistance is also available, holds the answer to many of the shortages of specific skills. The work of the new construction training committee may well point the way to training plans in other industries.

The new Manpower Mobility Program has been introduced to help unemployed workers move to areas where there is a demand for their services.

Transitional Assistance Benefits have also been introduced for workers in the automobile and parts industries whose jobs were affected by the Canada-United States automotive agreement.

The first manpower assessment agreements were signed in 1965. Under these agreements the government offers technical and financial

*(Continued on page 1161)*

## President, Canadian Labour Congress

The New Year is going to confront Canadian society with a number of serious questions which must be answered without further delay. During 1965 there has been considerable evidence of a growing restlessness and feeling of insecurity on the part of men and women in many types of employment. In several instances strikes resulted.

It is significant that in a number of these situations direct concern about job security was the underlying cause. For some time now there has been recognition in many quarters, and particularly among trade unionists, of a failure of our society to keep pace in human terms with the great strides that have been made in technology. Time and again attention has been called to the wide gap between expanding technical ability to produce and the adaptation of these new potentials to human needs. The circumstances which have already led to difficulties in particular companies can easily assume national scope. Action to bridge this gap can no longer be delayed.

It is quite true that insofar as immediate employment is concerned, the situation in Canada improved noticeably, particularly in the latter part of this year. But the air of uncertainty and the knowledge that an unprecedented number of young people are about to enter the labour force, make it quite clear that present conditions carry no automatic assurance for the future.

In another aspect of collective bargaining, a number of our unions have gained wage increases during the past year. Under the economic conditions we have been experiencing, this trend is to be expected and should be welcomed. In recent years productivity has shown a remarkably steady growth, and there has been a marked increase in profits. The men and women who produce these goods and services can logically expect to share in the benefits. Such a distribution of our country's wealth is also essential if we are to provide an adequate and growing consumer

market for that which we are able to produce in increasing quantities.

During this New Year the Canadian Labour Congress will press at every opportunity for a more realistic approach to these and other economic problems. We propose raising these matters when we meet the federal Government early in 1966. We will also seek increased activity on the part of the Economic Council of Canada so that all sections of our society may play their full role in the type of planning that is so badly needed.

We will also continue to seek improvements in social security and other forms of legislation with top priority being given to a truly comprehensive health insurance program.

We have been encouraged during the past year to see a marked trend toward increased support for the collective bargaining process and for the organized labour movement. A large number of people in occupations and professions which had previously shown little active interest in the labour movement are now recognizing the advantages and the need for placing their relationship with their employers on the formalized basis that is the foundation of collective bargaining. Because of changes which are taking place in our social structure a continuance of this trend is to be expected.

The past year has brought even greater complexities in the area of international affairs. New and difficult trouble areas have demonstrated the necessity for a strengthening of the United Nations. Situations which have arisen in several of the developing countries again give emphasis to the importance of free trade unions in the structure of democracy.

These are but some of the situations which we carry with us into the New Year. Serious as they are, we must recognize that they are by no means beyond human solution. Action in these and other areas can give Canadians assurance of many great and important advances in 1966.

## Chairman, Canadian Railway Labour Executives' Association

The Canadian Railway Labour Executives' Association, which represents approximately 100,000 railway employees in both the operating and non-operating Railway Unions, welcomes this opportunity to extend greetings and sincere good wishes to members and their families wherever they may reside in this great Canadian nation. The New Year is a time to review the accomplishments of the past year and the prospects for 1966.

CRLEA was organized in April, 1965 as a result of the desire of International Railway Unions to establish and maintain co-operative action and co-ordinated policy on all matters of mutual interest, particularly in the legislative field.

The National Legislative Committee, which has a long and enviable record as a responsible spokesman for railway labour, is now an integral part of CRLEA, and already the value of co-operative action has been fully demonstrated in representations made to the Government and to Government-appointed Commissions.

Union activities have, of necessity, become more complex and diversified as we become involved in all areas affecting the welfare of our people in providing an acceptable standard of living as citizens of Canada. CRLEA is not a collective bargaining agent, but the close relationship between collective bargaining and legislation requires the utmost collaboration in reaching policy determinations.

Probably the most important advance in 1965 was the establishment of the Canada Labour (Standards) Code, and while there are still many problems to be solved with respect to its application, we believe that the Code is basically sound legislation which merits the full support of railway labour.

Introduction of the Canada Pension Plan has posed many problems in connection with existing railway pension plans, but we believe that, with the exercise of constructive, co-operative thinking, these problems can be resolved in a satisfactory manner.

We view with a great deal of interest the extension of the Government's Labour-Management Co-operation Service and we note that there are now 2,014 Labour-Management Committees active in industry, an increase of 131 since 1964. The CNR has maintained a most successful Union-Management Co-operative Movement since 1929.

The year 1966 should prove to be an interesting and progressive year; the Government is committed to doing everything possible to eliminate poverty, and has introduced a Manpower Mobility Program to assist in training workers and helping them to locate in areas where suitable work is available. CRLEA is ready to assist in any way possible in this worthwhile endeavour; we have long advocated a constructive manpower policy to eliminate the economic and social waste caused not only by displaced workers but also by lack of work opportunity for the youth of our country. Insecurity has a most demoralizing effect, and it must be replaced by a positive work opportunity program.

We appreciate the good relationship that existed between the former National Legislative Committee and the Government, and we extend to the Government the full co-operation of the CRLEA in any of those matters in which we may be of assistance. As we go forward into 1966, may it be with a firm resolve to promote those goals to which we are dedicated—Peace, Happiness and Security.

# UNION MEMBERSHIP AT NEW HIGH

The 9th annual convention of the Ontario Federation of Labour was held in Cleary Auditorium in Windsor from November 9 to 11. Over 900 delegates attended the convention that was termed the largest ever held.

Frank Quinlan, president, Windsor and District Labour Council, formally opened the convention. A welcome to the delegates was extended by Mayor John Wheelton, Q.C., and by CLC executive vice-president William Dodge.

A wide range of topics, in the form of 122 resolutions, was presented to the delegates. During the three-day meeting, approval was obtained on 72 resolutions—in some cases only after lengthy debate.

Membership in the trade union movement in Canada is at an all-time high, reversing a declining trend, Mr. Dodge said in an address aimed at organizing labour. He predicted that Canadian unions could add 500,000 members to their ranks in the next three years through vigorous and intelligent organizing programs. He qualified his estimate by citing two factors that would influence membership growth:

—continuation of the present buoyancy in the economy;

—continuation of insecurity in employment caused by technological changes, automation and special trading arrangements.

OFL president David B. Archer making his annual report to the convention said: "We have attained a standard of living that would have been unattainable 30 years ago" but added that these advances, however great, "are but a step along the road toward greater and more comprehensive social justice for all Canadians."

Mr. Archer said Canada is still behind most other democratic countries in welfare programs, and also lacks a national comprehensive medicare plan and a satisfactory national pension plan. "The lack of such plans in 1965

## DAVID ARCHER RE-ELECTED PRESIDENT FOR 8TH TERM

David B. Archer was re-elected to his 8th term as president of the Ontario Federation of Labour at the 9th annual convention in Windsor during November.

Douglas F. Hamilton was also returned as secretary-treasurer in a two-man contest with Jack White, a member of the Toronto local of the Iron Workers Union. Hamilton polled 429 votes to White's 322.

Eighteen candidates were nominated for the 12 positions of vice-presidents. A total of 773 ballots were cast, resulting in the election of George Barlow, Hamilton; Purdy Churchill, Toronto; Richard Courtney, Oshawa; Hugh Doherty, Marathon; James Dowell, Ottawa; Mike Fenwick, Toronto; Sam Hughes, Toronto; Jack Pesheau, Port Arthur; William Punnett, Toronto; Mike Reilly, Toronto; Harold Thayer, Ottawa, and George Watson, Hamilton.

in a country like ours is a national disgrace and a constant reminder of the tasks that lie ahead."

A heated debate ensued on a resolution suggesting the abandonment of once-a-year meetings in favour of meetings every two years. By a show of hands the delegates voted to continue meeting once a year and also to elect the executive annually.

Delegates solidly reaffirmed their support of the New Democratic Party and unanimously endorsed a resolution by Local 2900, United Steelworkers of America, urging OFL affli-

ates "to become direct supporters of the party."

An unusual aspect of the convention was a march through Windsor streets by leaders and delegates to protest court injunctions in general—and in particular, an injunction obtained by the Union Gas Company Limited of Windsor to limit pickets in front of the company office. The strike of the Oil, Chemical and Atomic Workers Union against the company in Windsor, Chatham and Sarnia was in its second week at the time of the convention. The march was free of incidents, and police re-routed traffic during the 15-minute parade.

### **WILLIAM DODGE**

During his address, Mr. Dodge stated that union membership in Canada this year stood at 1,589,000, an all-time high, and that for the first time since 1958 the percentage of the labour force organized had also increased (L.G., Nov., p. 1010). While regional figures were not available for 1965, he said that in the 10-year period from 1954 to 1964, the number of organized workers in Ontario rose by 161,850.

In the first seven months of 1965, 356 certifications, covering almost 10,000 workers, were granted to CLC-affiliated and directly-chartered unions in Ontario.

"Low unemployment (1.8 per cent in Ontario in September) and industrial expansion have added thousands of new members to already established bargaining units," Mr. Dodge said. "Organizing prospects are very good. Organized workers are making substantial gains in wages and working conditions, while the unorganized find their relative position deteriorating. Large numbers of these workers are beginning to realize that in order to keep up they have to get organized.

"This is also true of white-collar workers. We have seen during the past year some major gains in this sector—enough to establish that white-collar workers need and want organizations—and are rapidly becoming as organizable as any other type of worker."

Mr. Dodge said some affiliates of the Congress have a full head of steam up and are gaining momentum all the time. Others don't seem to recognize that opportunity is knocking on the door. "They hesitate to put organizers in the field—some of them have no organizers at all. They expect everyone else to stand aside while they sit on their jurisdictions and leave important and sometimes key sectors of industry unorganized and fenced off from the labour movement," said Mr. Dodge.

"I want to make it clear that I believe in sound jurisdictional demarcation but we cannot afford any longer the luxury of playing around with petty jurisdictional claims while

## **LABOUR CENTENNIAL BUILDING PLANNED**

A Labour Centennial Building to commemorate the past, present and future of the labour movement in Ontario, is to be undertaken by the Ontario Federation of Labour as a centennial project.

At its 9th annual convention in Windsor, a recommendation from the Executive Council giving support to the proposal was approved by the delegates. During the past couple of years, the affiliated unions and local labour councils have, in varying degrees, become involved in local centennial projects. The Executive Board became concerned that the time, money and effort of the labour movement in Ontario could become swallowed up in local projects, so that in the end, nothing of labour significance would emerge.

Recommendations made by a steering committee are:

- the project should house the Federation and provide offices for the Canadian Labour Congress and participating unions;

- people and incidents of historical significance and importance to organized labour should be commemorated;

- focal point of the building should be a centrally located research library where material of both historical and current significance could be housed;

- the site for the building should be downtown Toronto.

large numbers of workers remain unorganized, because the unions which have the responsibility won't do the job. I think the time has come for us to say to some of our affiliates: 'Either get busy and organize the workers you cover, or step aside and let someone else do the job'."

Mr. Dodge said there are 18,000 unorganized workers in the logging industry and 27,000 in mining. "About 125,000 remain to be organized in construction, and about 180,000 in transportation, communication and storage. More than 25,000 utility workers do not belong to unions and only about 1,000 of the 240,000 workers in finance, insurance and real estate are unionized.



*At OFL Convention in Windsor left to right: David B. Archer, President; Douglas F. Hamilton, Secretary-Treasurer; Frank Quinlan, President of the Windsor and District Labour Council; and Mayor John Wheelton, Q.C.*

### **"Big Boys" In Retail Trade**

"But we haven't come to the big boys yet," he continued. "In retail trade, more than 800,000 workers are unorganized—only six per cent of the total number belong to unions. In manufacturing, there is an organizing potential of over 900,000. In service industries more than one and one quarter million workers do not belong to unions."

The figures cited were for Canada as a whole, he said, but "if we take into account that the big unorganized groups are in industries heavily concentrated in this province—manufacturing, service and retail trade—I think it is a good educated guess that the unorganized in Ontario number easily 1,500,000 workers."

"The 1964 figures show that the percentage organized in Ontario falls below the national average—28.9 per cent, which supports my figure of a million and a half."

Mr. Dodge indicated that from the figures, there is enough organizing potential for everyone. "It is true that the Congress sometimes has three or four unions which legitimately claim the right to organize in a specific plant. The ghastly fact is that in all too many cases that is exactly what they do. In a number of instances during the past few years, in spite of all we could do, the Congress has been forced to stand by helplessly while our own affiliates systematically massacred each other in abortive attempts to organize the same group of workers. They have not only lost the campaigns, but they have wasted energy and money and given the labour movement a black eye at the same time."

"I claim, and I am prepared to substantiate it, that thousands of workers today remain outside of the labour movement for the simple reason that our affiliates have been too short sighted to co-operate and share the organizing task with each other, instead of cutting each others' throats."

In some jurisdictions, notably boot and shoe, and electrical manufacturing, co-operative programs have been worked out that will eliminate this kind of competition, he said, adding that headway was being made in the broad field of petro-chemicals and textiles. While genuine jurisdictional issues do arise, Mr. Dodge said, there was an efficient constitutional procedure for settling them. However, it is still the case that time and membership dues are being wasted on internal problems and disputes when so much more remains to be done on the organizing front.

### **Problems Facing Trade Unions**

Problems which will face the trade union movement in the next few years will include:

- Settling the issue of technological change at the collective bargaining table and with various governments;

- clearing up the "gaps in social security";

- assuming a full role in planning for economic growth, full employment and the elimination of poverty and;

- concentrating attention on water and air pollution, slum clearance, housing and education.

"We will have to assume, alone among all the institutions in our society, the responsibility for ensuring that the growing flood of

production will be equitably distributed among our citizens. We have only one weapon, our unions, with which to protect the workers. Only our unions can prevent the 'insiders' from cornering the lion's share of the proceeds of production.

"But we cannot enter this new period of challenge with less than the maximum possible strength. We need greater numerical and moral strength to cope with the economic issues with which we will be confronted. And we must gain greater influence among the 70 per cent of the labour force who remain outside the ranks of our trade unions in our struggles with antagonistic governments at both federal and provincial levels."

Mr. Dodge said this was no confession of weakness because "the 30 per cent we do represent is strategically located in key primary and secondary industries and exerts an influence on bargaining trends much greater than our numbers indicate. I am talking about how much stronger we can and should be and how much easier our task would be.

"That is the only point I am presenting to you. It is a challenge—the challenge to being now the greatest trade union organizing drive Ontario has ever seen—in every part of the province—in every industry—in every jurisdiction."

He urged the delegates to get their unions to survey their field of jurisdiction; to put special staffs to work; to enlist the support of labour councils, the federation, and the Congress. He concluded: "Don't wait for spring. Do it now. You may never have an opportunity like it again."

## DAVID ARCHER

Mr. Archer said Windsor, in many ways, is like the trade union movement. "Much of the vitality of our movement was gained by the militant attitude of the workers of this city."

He recalled the 99-day strike against Ford of Canada two decades ago when 1,500 cars were stalled bumper-to-bumper outside the plant. (L.G., 1944, p. 742)

"When Ford decided to transfer much of its operations to Oakville three years ago, many people gave Windsor up for lost," he said. "The crowning insult came when Windsor, which had considered itself the highest wage area in Canada, was designated by the federal Government as a 'depressed area'.

"But Windsor was not dead, but merely pausing for breath in its stride into the future. As you look around today, you can see the signs of a renewed growth and vitality. This new lease on life took re-adjustment, self-analysis, and an abiding faith by the people of this city that it had a future. Today nobody in Canada would dispute the fact that this city has indeed a bright and promising future."

Mr. Archer told the delegates that critics are forever suggesting that the union movement is passé—that our heyday is past. "Like Mark Twain's reported death, I believe this opinion is greatly exaggerated. Like Windsor, I believe that the trade unions of this country have a glorious future. Like Windsor we will, no doubt, have to make some changes in our structure, procedures, and attitudes, to meet future developments."

While aware of the shortcomings, Mr. Archer said "we have done much and are in the process of doing more to overcome those things that retard the growth of the union movement."

He said one must be careful not to discard the tested and accepted pattern merely because something comes along that is new, as newness in itself is not necessarily a virtue.

## Must Attract More People

"We are aware that we must attract more quickly, and in greater numbers, such people as the civil servants, professional, and semi-professional groups, more white-collared classifications, and that we must find better ways of recruiting the growing army of service workers.

"We realize also that as these people enter the movement with their new ideas and different attitudes, their presence will tend to change the attitudes of our movement. Not that it will be less militant, surely the postal employees proved that militancy in trade union matters is not reserved for industrial workers."

Gains have been made at the bargaining table that are unequalled in our history, and already many unorganized workers are realizing the benefits that can be gained by belonging to an active, militant and democratic trade union, he declared.

He suggested that the need for the union movement is greater today than at any time in history. He said the complexities of modern society had engulfed the individual to such an extent that his voice can only be effectively heard in an organized group. "The potential dangers for the workers in an automated society are no less than those imposed by the tycoons of the 19th Century against the cotton mill workers and the miners of those days."

Turning to the poverty picture, Mr. Archer said a part of the problem in Canada involves housing. "Too many people are still living in substandard houses that do not provide the basic amenities that should be the heritage of every Canadian. While most of the attention is focused on the large cities, the rural areas are equally distressed. Here is an area that calls for immediate attention.

"Labour councils can perform a useful community function by searching out inadequate housing in their jurisdiction and bringing it to public attention."

Mr. Archer quoted figures from a survey conducted by the Ontario Federation of Labour a year ago that showed:

- almost two and a half million persons, or over 13 per cent of the total population of Canada, are living in destitution;

- there are more than four million persons—over 22 per cent of the total population of Canada—living either in poverty or destitution;

- there are almost 6,500,000—over 35 per cent of the total population living in either deprivation, poverty or destitution.

### Poor Have Not Diminished

Poverty figures for Ontario, he said, are roughly in the same proportion. "The poor," he added, "have not diminished in numbers since our last convention."

"Our Government says that an income of \$3,000 for a family of four is a poverty income," continued Mr. Archer. "Yet the paradox is that it legislates this same poverty by providing a minimum wage that does not eliminate poverty. Low as the minimum wage is, countless workers in this province are excluded from its protection. To be poor when one is unemployed is bad enough—to be poor when working is intolerable."

"Manpower policies play an important role in the fight against poverty. We will have to train new workers to fill new jobs, and we will have to retrain other workers so that they can continue to work. Some unemployed workers will find this the only route to employment, but these workers must be retrained for jobs that pay above-poverty wages, and that will not be eliminated by the new technology. Any retraining that is otherwise constructed is almost fruitless. The working poor can also benefit from adult education and retraining programs so that their abilities, and hence their working potential will increase. More capital should be invested in our human resources."

Mr. Archer said the fight against poverty is being waged on two fronts:

- providing enough jobs for workers displaced by the new technology and for new entrants into the world of work;

- providing adequate education to effectively break the oppressive cycle of poverty.

"We have left the training of our scientists, engineers and technicians largely to chance. As a result we have suffered an enormous waste of talent. The recent scramble for qualified people from other countries is a measure of our failure on this front," he declared.

### Age-Old Evil

"Organized labour can claim considerable experience in the war on poverty. The labour movement was founded on the need to fight this age-old evil. Labour was enlisted in the war on poverty from the day the first union was organized, and has fought that war, not only on behalf of its members, but on behalf of the community, as a whole."

On the legislative front, he said, where a certain measure of success has been achieved, labour fought for the minimum wage, unemployment insurance, workmen's compensation, pensions, medicare, and a proper industrial relations procedure.

Organized labour has been an active participant in welfare councils, community chests, and various other public and voluntary agencies, and now has representatives on various economic councils, pension boards and housing organizations.

"The labour movement has made a significant contribution to the elimination of want. Its particular position as a responsible agent of economic progress makes it an important lieutenant in the war on poverty. The fact is that it is now politically safe for Government leaders to make these statements because the war on poverty can now be won. It is because today, for the first time in history we have the accumulation of wealth, the productive ability and the technological know-how to eliminate poverty for all time."

He said it was not enough to declare a war on poverty. The Economic Council of Canada has made predictions and has projected guidelines which, the Government must follow if it is to achieve its objective.

"The complexities of our economy have become so involved that it is virtually impossible for the private sector of the economy to cope with them. That is why more direction must come from the public sector. The Government must create the climate for economic growth and full employment that will provide an adequate income for all.

"This means an increase in public investment. The projects that have to be built to help house, educate and bring to health the poor are precisely the projects that would provide them with work.

"A proper health plan and an adequate universal pension plan would increase the purchasing power of precisely those who would put all their money into circulation. This would in turn revitalize the economy, and this is the job of the trade union movement," Mr. Archer concluded.

### Important Resolution

One of the most important resolutions put forward and adopted by the convention proposed that the Canadian Labour Congress

urge the federal Government to implement effective manpower policies to ensure full employment, and to take other measures to eliminate want. Recommending also that the federal Government launch an effective work and social opportunity program, the resolution proposed that the Ontario Government be asked to co-operate with the federal Government in an overall war on poverty.

The resolution noted that the war on poverty launched by the Government (L.G., Sept., p. 794) "is at the moment almost entirely confined to the activities of the ARDA (Agricultural Rehabilitation Development Administration) whose terms of reference are limited."

A resolution supporting payment of a minimum wage of \$1.75 an hour to all workers regardless of sex was similarly endorsed. Another that urged the federal Government to protect blind and other handicapped persons under the Minimum Wage Act was carried. It stated that these persons were being discriminated against, and that their omission from the Act was being used by some employers as a loop hole for the hiring of cheap labour.

The Ontario Government will be urged to enact legislation providing for a 40-hour week, in line with the 40-hour week for all employees under federal jurisdiction. The work week in Ontario is at present 48 hours. The resolution endorsing the change also proposed that all overtime be paid for at the rate of time-and-one-half for all work performed over eight hours a day, and on Saturdays. It is also asked that Sunday work be paid for at double-time, and statutory holidays at double-time plus holiday pay, and that all overtime work be on a voluntary basis.

The convention further adopted a resolution that deplored "moonlighting." It suggested that automation is becoming an ever-increasing problem and that if moonlighting disappeared, the employment situation and job displacement would be partially solved. One delegate said the solution to moonlighting was in paying workers wages that would make the widespread practice unnecessary.

#### **"Continental" Work Week Deplored**

Another resolution endorsed by delegates called on the federal and provincial government to enact legislation to prohibit, in non-essential industries, the so-called "continental" work week that includes work on Saturdays and Sundays. The weekend work system has already been implemented by some non-essential industries, the resolution said, and this conflicts with labour's policy of a standard 40-hour week from Monday through Friday. It also said the change violates the Lord's Day Act and weakens religious and family life.

Dealing with the tendency of discount outlets, chain stores, and supermarkets to remain open six nights a week and on recognized and statutory holidays, the convention passed a resolution urging the Ontario Government to assume responsibility for legislation governing store hours. It asked that such legislation be enacted only after consultation with unions in the retail field, consumers, and the retail industry.

#### **Sweatshop Hours**

The resolution noted that the practice is forcing small businessmen to adopt sweatshop hours in order to survive. It added that the trend results in the increased use of part-time employees in stores, including young girls and married women, and a relative decrease in full-time workers—a situation that imposes organizational problems for unions.

One delegate said the latest development was that food chain stores were beginning to remain open on statutory holidays. He predicted that the next step would be Sunday sales, now common in parts of the United States. The Lord's Day Act, he said, is not being enforced, and urged union members to boycott stores that stay open on statutory holidays.

A member of the education committee of a United Steelworkers' local in Hamilton voiced the opinion that television, bowling and the movies have priority over retraining in job skills in the minds of the very workers who need to upgrade themselves.

Speaking on a substitute resolution on training, James Brechin said, "Many workers in the 40-plus age group are unwilling to upgrade themselves. Many of our people would rather watch hockey or go to the movies. When they find their wages are slipping, the first thing they do is blame the union."

#### **Automation One of Greatest Threats**

The resolution described automation as one of the greatest threats to the trade union movement in Canada. It urged the provincial Government to step up training for workers who are laid off because of automation, retrain them for suitable work with adequate pay as they train, and aid them to find suitable employment in their newly trained capacity.

The same resolution urged the delegates to "rededicate themselves to the struggle for higher pay, shorter hours, union control of overtime, longer vacations, earlier retirement, and any other form of action that will provide job security with an adequate and progressively increasing income."

The comments by Mr. Brechin were confirmed by a survey taken by the United

Steelworkers of America in plants covered by the union from Ontario to British Columbia.

M. J. Fenwick, assistant director for District 6 of the union, that covers the area of the survey, said adequate training programs have been sponsored under a federal-provincial co-operative program, but that governments, employees and the unions were dragging their feet in making use of them.

The survey showed that 505 apprentices were being trained out of 97,000 workers in the industry, and that only 899 workers were being trained to improve their skills among the employees covered by the 450 agreements held by the union.

The Ontario Government was criticized for its action in integrating the Canada Pension Plan with pension plans over which it exercises administrative control. An emergency resolution branded the action as:

- Infringing on the rights of these employees,

- preventing them from engaging in free collective bargaining with their employer for improved pension benefits;

- denying them the full benefits they might enjoy as a result of the Canada Pension Plan.

The resolution demanded that directives and amendments that have been implemented with respect to pension plans within the supervision of the provincial Government be rescinded, so that decisions could be reached through collective bargaining as to whether the Canada Pension Plan should be stacked on top of or integrated with existing plans.

### **Would Deprive Employee of Right**

The president of the 9,000-member Ontario Hydro Employees local of the Canadian Union of Public Employees, Keeley Cummings, said the integrated scheme would mean savings of millions of dollars to public utility commissions, but would deprive employees of the right to bargain for improved pension benefits.

The federation was criticized for not being militant enough in fighting against the use of injunctions in labour disputes. Federation President Archer denied the charge. He said the federation had made representations to the Ontario Government, but has no power to order union demonstrations or a province-wide strike as was advocated by some delegates. This power, he said, rests with national and international union offices or local members, and they are not likely to surrender this power to the federation.

A revised substitute resolution demanding that the provincial Government prohibit the granting of injunctions in labour disputes was then carried.

Pointing out that conciliation was a wartime measure designed to assist labour and management to settle their contract differences, that most conciliation boards now make no recommendations and that experience has taught organized labour to view many conciliation boards as a hindrance to sound collective bargaining, the convention adopted a resolution requesting that the Ontario Government amend the Ontario Labour Relations Act.

The resolution also asked for the elimination of the conciliation process at the completion of the conciliation officer stage, unless a conciliation board or mediator is jointly requested by labour management.

Another clause suggested that the Ontario Government bear the expense of a mediator as is done for conciliation boards.

### **Other Resolutions**

Three other resolutions adopted by delegates asked for amendments to the Ontario Labour Relations Act:

- To provide that all arbitration board chairmen submit a copy of each arbitration decision to the Department of Labour, and that the department print the decisions in full and make them available each month to labour and management;

- to provide that labour and management meet at the bargaining table on an equal basis; that any matter not covered by a collective agreement must be negotiated; and that, failing agreement within 30 days of commencement of negotiations, either party should be free to lock out or strike;

- to amend section 47 (a) (2) of the Act to allow for continuation of the collective agreement in existence at the time of the sale of a business.

This last section referred to, provides for retention of bargaining rights by a union in the event of the sale of a business, but does not require the new employer to honour the existing collective agreement. Thus says the resolution, employees are deprived of accumulated seniority, vacation and pension credits, and other benefits that may have taken years to win.

A resolution urging the broadening of the Ontario Human Rights Code was passed. It urged extension of the code to make it illegal to engage in racial, religious and ethnic discrimination in all non-owner occupied multiple dwellings, and owner-occupied multiple dwellings with more than two self-contained units. The code now prohibits discrimination in the rental of units in apartment buildings with more than three self-contained units.

The convention also urged the provincial Government to lift exemptions that exclude public schools and public philanthropies from its fair-employment provisions.

An emergency resolution endorsing the United Steelworkers of America in their fight to retain bargaining rights at the International Nickel Company of Canada Limited in Sudbury was carried. The resolution stated that the convention recorded total support for the nickel workers in their bargaining with the company in 1966, and condemned the International Union of Mine, Mill and Smelter Workers.

The resolution brought protests from delegates who support Mine, Mill and Smelter Workers. However, the resolution obtained almost unanimous approval after a delegate pointed out that all that was at issue was the support of an affiliate union against one that had refused to join the federation.

Delegates endorsed a resolution that urged the Canadian Government to ask Great Britain and Russia to reconvene the Geneva Conference with a view to solving the crisis in Viet Nam which "has been escalated by all parties concerned." The resolution declared that the crisis there represented a threat to the peace of the world and added: "Under no circumstances should our Canadian troops be sent to Viet Nam."

An emergency resolution on the Southern Rhodesian situation was presented and passed unanimously. It read "This convention learns with profound shock that the reactionary white leaders of Southern Rhodesia have made a unilateral declaration of independence with no provision for adequate representation in government for the vast majority of the non-white population.

"This convention calls upon the Canadian Government to give the fullest support to Prime Minister Wilson of Britain in every effort to bring democracy to the people of Southern Rhodesia."

Other resolutions adopted:

—endorsed the boycott of British American Oil Company products and requested all trade unionists to refrain from purchasing the products until termination of the strike;

—request that the Ontario Government prohibit an employer from dismissing an employee served with garnishee judgments;

—urged the provincial Government to introduce to elementary and secondary schools materials that will promote a greater knowledge and understanding of the various racial, religious and ethnic groups throughout the community and the world;

—called for representations by the OFL to the Ontario Government asking for certification of trades, and how trades are to be certified after consultation with the unions concerned;

—requested that the CLC make strong representation to the National Energy Board against granting permission to Trans-Canada Pipe Lines Limited for a proposed pipe line from Manitoba through the United States to Ontario;

—favoured for the proposed pipeline an all-Canadian route that would create many jobs for workers in Ontario;

—called on the CLC to set a positive policy on the vital problem of senior citizens before and after they retire, and urged full support to the United Senior Citizens of Ontario and its clubs.

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## Successful ITF Campaign Against Flag-of-Convenience Vessels

As a result of three boycott actions taken in Sweden and Finland, six tankers and two general cargo ships operating on a flag-of-convenience basis (L.G. 1959, p. 18, p. 682) were brought under International Transport Workers' Federation (ITF) agreements covering wages, conditions and trade union membership.

The boycotts were part of the stepped-up campaign against flag-of-convenience operators decided upon by the 28th Congress of the ITF at Copenhagen in August.

One Swedish vessel, one Finnish vessel, and a former Finnish vessel sold to an Italian company, were affected by the boycott. As a result, agreements were signed giving the crew of the Swedish vessel British National Maritime Board wages and conditions and providing for payments by the owner to the ITF's International Seafarers' Welfare Fund.

In the case of the Finnish vessel, an agreement, similar to that of the Swedish crew, was signed.

The other case concerned a Finnish vessel that was sold to an Italian company and registered in Liberia. Subsequent investigation established that the company operated five further ships under the Liberian flag. Negotiations resulted in a regular union agreement being signed with the Italian Seamen's Union (FILM-CISL). Agreement was also reached on welfare fund payments for all six vessels.

# Technology and Labour

*The Deputy Minister of Labour addresses meeting at Queen's University as first guest speaker in Annual Public Lecture Series. Subject this year: The role of computers in society*

Sometimes the problems that technological innovation brings with it "appear so large, or painted as such, that they overshadow the benefits realized by the economy, the workers, and by society as a whole," said Dr. George V. Haythorne, Deputy Minister of Labour, in the course of a recent address at Queen's University.

He went on to say that although we must try to see these problems in their proper perspective, "we must also do our best to solve or minimize them so that the benefits may be greater for everyone."

"On the one hand, the widespread application of technological change has been an important factor in Canada's economic growth and development over the past two decades, and this in turn has led to steadily improving living standards and increased leisure time. On the other hand, innovation has left in its wake human hardship and casualties, especially when economic growth has been slow or when the consequent adjustments have had a widely uneven effect on workers and plants."

The Deputy Minister was speaking as the first guest speaker in the Annual Public Lecture Series at the university, in place of Hon. Allan J. MacEachen, Minister of Labour, who was unable to attend. The subject of this year's series is "The Role of Computers in Society."

Our ability to produce more and more with less and less manual effort, "though it may prove highly disturbing to both people and institutions, enables us to realize desirable economic and social goals. In striving for greater productivity and improved competitiveness, we should not lose sight, however, of two considerations. First, that the benefits of economic progress are not always equitably distributed among all the members of society who have contributed to this progress. Secondly, that the achievements should be even greater if we invested more in human resources, so as to enable the maximum number of our citizens to realize their full potential during the whole of their working life."

Mr. Haythorne pointed to four departments of public policy "in which an accommodation to technological change is taking place." These covered policies directed toward: Keeping employment as high as possible—an aim that was affected by technological change; developing in workers the skills required by new technologies; the effective balancing of

men and jobs; and helping employers, workers and unions to make the necessary adjustments.

Regarding policy directed at maintaining high employment, the speaker said, "This challenge is an extremely important one for many reasons, not the least of which is the fact that the many employment adjustments which will be necessary can only be carried out successfully if overall growth rates are sufficient to provide alternate job opportunities."

"Fortunately, technological change itself is an important determinant of economic growth, giving rise to new demands, new industries, new jobs and an improvement in the international competitive position. It thus forms an essential element in the achievement of a healthy rate of economy growth."

The substantial improvement in Canada's employment situation during the past four years did not obviate the need for "continuing vigorous action . . . to maintain a generally high level of demand for workers." Special employment problems in Canada were the disparity between different regions in the matter of opportunities for employment, and the question of seasonal unemployment.

"The main attack we have made in the Department of Labour on the problem of seasonal unemployment has been through a variety of incentive programs to stimulate winter construction, including the Municipal Winter Works Program and the Winter House Building Program. The success of these and the companion 'Do It Now' program has in fact been greater than we anticipated, partly because technical advances now permit more operations to be carried out in the winter months than in the past."

"The need to promote employment in areas lagging in economic growth is being tackled more vigorously through the Area Development Program. This is part of the government's overall effort to reduce poverty and inadequate opportunity. The objective under this specific program is to bring jobs to people in areas characterized by chronic unemployment, under-employment and low incomes through providing financial incentives designed to encourage industry to locate or expand in these areas."

Passing on to consider the matter of developing in workers the skill needed by new methods and machines, Mr. Haythorne described some of the ways in which technological change was altering the demand for

various kinds of labour. To meet this challenge, he said, the provincial and federal governments had taken action under the Technical and Vocational Training Assistance Act. "Since April 1961, almost 700 new schools or major additions have been built, while the number of student places has increased by 300,000." The capital cost of these programs so far had been more than \$750,000,000, of which the federal Government had contributed nearly \$500,000,000.

It was now necessary, however, to place greater emphasis on training adult workers within industry. This was because immigration and informal on-the-job training could no longer be relied upon as in the past, and because of the urgent need for skilled manpower. The difficulties of training adults was increased by the fact that many who needed training had had meagre schooling.

Mr. Haythorne also mentioned the measures that were being taken to train the unemployed. "In the past year, some 60,000 Canadians were trained in more than 100 occupations and in basic educational courses in federal-provincial programs for the unemployed."

The speaker said that it was necessary for employers to give more attention to the human factor than they had in the past, and that this was being recognized by many employers. Equally important in manpower planning and adjustment, he said, was the role of organized labour.

"Of paramount importance to the operation of the labour market is a strong public employment service closely integrated with other elements of employment and manpower development policy. It was for this reason that the National Employment Service was transferred to the Department of Labour last April, and we have been taking steps to strengthen the staff of this Service and to bring it into a closer working relationship with the other manpower branches of the Department.

"Not only will such measures enlarge the placement and other activities of the Employment Service, but it will also now be possible to strengthen and develop even further labour market data on a national, regional and local basis."

He went on to describe some of the ways in which the National Employment Service was playing an important part in fitting men to jobs and the steps being taken by the Government to make the Service more effective and to increase its resources. He also referred to measures being taken under the Manpower Mobility Program to help workers move to places where employment prospects were better.

Finally the Deputy Minister turned to what he called the important and delicate field of

industrial relations. "I have already referred at some length to the role of management in connection with both manpower development and labour market policies. Organized labour, along with management, has been confronted with major issues posed by technological change. As an important economic and social institution in society, organized labour can play and is playing a key role in the whole process of adjustment."

"We can identify two major approaches labour and management appear to be taking to reconcile the conflict between management's need for freedom and flexibility to introduce change on the one hand, and the workers' desire for job security, protection from unemployment, and loss of skills, on the other."

The first of these approaches had been the development of provisions in collective agreements to cushion the effects of change. These provisions included severance pay and supplementary unemployment insurance benefits; shorter hours, longer vacations and early retirement to spread employment among more workers; and retraining and relocation schemes designed "to prepare redundant workers for new jobs in new places."

The second main move by which labour and management were trying to meet the problems of technological change was by joint consultation and research. An instance of this was the human relations or consultative committee, such as that set up in the American steel industry after the strike of 1959. Joint committees of this kind have been promoted and encouraged for almost 20 years by the Labour Management Co-operation Service of the Department of Labour.

"This joint approach is an eminently sensible one, and as I have indicated, we are actively encouraging the work of these committees along with provincial Departments of Labour and other bodies," Mr. Haythorne said.

"It should be evident that manpower adaptation at the plant or company level is not a matter that can be unilaterally carried out by management. For one thing, the manpower planning of management, and the ambitious, desires, and plans of workers must somehow or other be brought into accommodation.

"Labour unions, as the representatives of, and spokesmen for the workers, need to play a significant role in the adaptation and planning process. They, too, have responsibilities to their members, which in many ways parallel the responsibilities of firms to their employees. If these two interests can be coordinated, the result can be a reduction in the obstacles to economic growth, elimination or at least a lessening of the fears with which members of the work force regard technical and economic changes, and the development

of a positive attitude towards change which is a necessary condition for continuing progress."

"It was with these factors in mind that we have recently created within the Department of Labour a Manpower Consultative Service. This new Service is in fact the most specific answer we have yet formulated in terms of public policy to technological change as it affects manpower.

"The Manpower Consultative Service provides technical assistance and financial support for research at the plant and industry level on the impact of technological and other changes. It is designed to encourage the development of joint union-management advance planning—and I stress the word advance—as a means of developing constructive programs for manpower adjustment.

"For those who are to be displaced by technology, we are endeavouring through this new approach to bring to bear the services of N.E.S., in advance of lay-offs, to find alternative employment opportunities, and to assist financially in the movement of workers and their dependants to other communities where there are employment opportunities. The Manpower Consultative Service is also assisting in bringing into advance play federal-provincial training programs where these are

helpful in adapting workers to other occupations.

A final point brought up by Mr. Haythorne was that, owing to the importance of technological change in its effects on individuals and "on the very nature of society itself, . . . public policy must respond quickly to the problems it presents." Since such policy must be based on full knowledge of its effects on manpower and, as far as possible, on employment, research was necessary. This research had been carried out since 1956, and it had made a substantial contribution to an understanding of the problems involved. Much, however, remained to be done.

"Finally," Mr. Haythorne said, "we must anticipate that automation and technological change will continue to alter our society and our economy in many important ways. The real task is to ensure that the greater capability such change gives us for satisfying our material wants is used in a way which does not impose unreasonable costs and hardships on any one group in our society, on the one hand; and provides us with an opportunity for satisfying our non-material, as well as our material wants more fully, on the other.

"On this basis, technological progress can be a major means of overcoming many of the economic and social needs which continue to exist in almost every part of our society."

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*(Continued from page 1148)*

assistance to management and unions, to plan in advance to meet the challenges of automation and other technological changes. Ten of these agreements have been signed, and several more will be arranged in the coming months.

Programs to create winter employment met with increasing success. These programs, coupled with new winter building techniques, have all but eliminated the winter slump in many parts of the building industry.

Many of the activities I have touched on are part of the government's co-ordinated manpower and employment program, whose development will be continued by the proposed new Department of Manpower.

One of the most important of the events of the past year was the coming into force of the Canada Labour (Standards) Code.

This basic legislation provides a set of minimum standards for workers under federal jurisdiction that is one of the most advanced in the world, covering wages, hours of work, vacations and general holidays.

All these developments have laid a solid foundation for the future work of both the Department of Labour and the proposed Department of Manpower.

I feel much genuine satisfaction in the knowledge that we are turning over to the new department programs of lasting worth that have reached a high degree of maturity, as well as new programs that are now getting into active operation.

Canada is today one of the most prosperous countries in the world. These measures will help to ensure that this prosperity will continue in the years ahead and that all Canadians will share in it.

# THE BLADEN REPORT:

## FINANCING UNIVERSITY EDUCATION

To reach the rate of enrolment in universities that most people in Canada seem to regard as a reasonable objective will require very large sums of money, the report of the Bladen Commission Financing Higher Education in Canada points out.

Nevertheless, the Commission contends that the country can afford these sums, "and . . . cannot afford not to invest these sums if we are to achieve the goals of general economic growth which we have set for ourselves." But it goes on to make the point that "each year the choice has to be made between more for higher education and more for other things. We should remember that some of those other things have very high priority for many people: universal 'medicare' ought to be mentioned as one competing expenditure."

The Commission was appointed a year ago by the Canadian Universities Foundation (now the Association of Universities and Colleges of Canada) to study the subject of financing higher education in Canada. The chairman of the Commission is Prof. Vincent W. Bladen, Professor of Political Economy, and Dean of the Faculty of Arts and Science of the University of Toronto. The Commission's report was published early in October.

The purpose of the report is stated to be "to help the people and the governments of Canada face up to the financial problems of university development over the next decade."

The Commission takes a stand against "free" university education. "If the whole cost of educational investment were borne by the state, the taxes paid by those young men and women who by necessity or choice do not go on to university, but enter the labour market, would help to provide an investment in those who do; which would enable those so favoured to earn over their lifetime considerably higher incomes as a result of that investment . . ." the report says.

"In arguing that justice requires that those who enjoy the major benefit should be expected to make a substantial contribution to the cost, we are concerned not only with abstract justice but also with 'social cohesion'. Surely there is a danger of friction between those who do not attend university and those who do, if the former feel that they are paying to enable the latter to live better and to achieve higher status . . ."

The Commission accepts the "Sheffield projection" of the number of students that will be seeking admission to Canadian universities during the next 10 years, which is: 1970-71 - 340,000; 1975-76 - 460,000. Using this projection as a base, it estimates that the universities' operating expenditures will increase from

\$284,000,000 in 1963-64 to \$924,000,000 in 1970-71 and \$1,675,000,000 in 1975-76. It estimates that total capital expenditures will rise from \$429,000,000 in 1963-64 to \$1,314,000,000 in 1970-71 and \$2,032,000,000 in 1975-76.

The estimated and projected total government expenditures on universities and student aid are given in the report as: 1964-65 - \$355,000,000; 1970-71 - \$1,112,000,000; 1975-76 - \$1,704,000,000.

"The growth in expenditure on higher education in Canada forecast . . . would be indeed frightening," the Commission says, "if it were not related to the growth in gross national product . . . But to the extent that the growth in gross national product is dependent on the increase in this investment in higher education, we may 10 years hence be able to spend the forecast amount on higher education and have nearly as much, even possibly more, to spend on other things. . . ."

The report says that this "widow's cruse" of return from investment in higher education is not inexhaustible, and it gives a warning against extravagant spending by universities, or expenditures on unqualified students.

But it goes on to say, "Because we believe the danger is still that there will be too little rather than too much higher education, we are concerned that those in government should not be faced with additional difficulties by requiring them to raise not only the large amounts otherwise needed, but also to raise by taxes the amounts presently covered by fees.

"We shall recommend, therefore, that those who can afford to should pay a substantial part of the cost, and that all who benefit should bear some part of the total cost of their education. The less the state must raise for the program of university expansion, the

more likely is the full implementation of that program. So far as the justice of this division of costs appeals to the public, the necessary taxes for other social programs or the substitution of educational programs will be accepted more readily; and so again we say the full implementation of the program is more likely.

"The case against free tuition and against free education, tuition plus stipend, is then essentially based on an anxiety to achieve the full expansion we have proposed. Coupled with this argument for payment by those who can afford, is one for much more generous aid to those who cannot afford the cost. We believe that such aid is necessary because without it the full program cannot be implemented. Providing places for students is one part of the program; filling the places with students is another . . ."

The report makes general recommendations, and recommendations to the federal Government, to the provincial governments, to the universities, and to individual and corporate donors:

### **General**

—that the federal and provincial governments undertake to provide for the expansion of higher education in Canada on the scale of the Sheffield projection;

—that the federal Government initiate annual discussions with the provincial governments to review the adequacy of the federal contribution to the cost of higher education; but that federal support be in a form which avoids any invasion of the provincial right, and obligation, to direct and control such education;

—that the federal Government assign responsibility for coordination of assistance to universities from all its agencies to a minister of the Crown;

—that such minister establish a small advisory committee mainly consisting of senior professors from various regions and disciplines, and appoint a senior civil servant as secretary of that committee and as organizer of the proposed annual discussions with the provinces;

—that the financial problems of the universities are so urgent that action to resolve them should be taken without delay.

### **To the Federal Government**

—that the present per capita grants be raised to \$5 for the year 1965-66, and be increased by \$1 each year thereafter . . .;

—that they continue to be paid to the universities that are at present eligible for such grants . . ., subject always to the special arrangements at present existing with the Province of Quebec;

—that they be distributed according to a formula of weighted enrolment, the weights to be determined by each province for the universities within its boundaries;

—that a Capital Grants Fund be established into which be paid each year \$5 per head of the Canadian population;

—that the total amount available to the universities in any province be the same proportion of the total fund as the population of that province is of the Canadian population . . .;

—that the federal responsibility for financing research be recognized by a great increase in the grants for research to the universities, to their staff members and to their research students . . .;

—that the present income tax relief to parents of students attending universities be revised to provide more adequate relief for the lower income groups.

### **To the Provincial Governments**

—that they adopt some method of determining university operating and capital grants as will permit more rational forward planning by the universities . . .;

—that they recognize the essential role of research in the university and make provision for adequate research facilities and in particular for the development of good research libraries;

—that for the next decade, having in mind the magnitude of the expenditures and for the sake of social justice, they resist the popular pressure for the abolition of fees, and that they make their grants to the universities on the assumption that fees at about the present level will continue to be charged . . .;

—that they develop an adequate system of undergraduate student aid for residents of the province.

### **To the Universities**

—that they recognize the need for co-ordination and co-operation between the universities in the interest of economy and efficiency, and that they take the initiative in presenting such plans to their provincial governments.

### **To Individual and Corporate Donors**

—that private donors, while continuing to help with the provision of the basic requirements, be particularly concerned to provide for experimental ventures for the enrichment of the normal university program;

—that all university graduates recognize the advantage they enjoy from the public investment in their education by giving regularly to their universities, or to university funds generally, on a scale of at least 1 per cent of their incomes.

# Vocational Training Expenditures

## To Pass Billion Dollars in 1965

*Since 1961, 819 new technical and vocational high schools, trade schools and institutes of technology, or additions to existing facilities have been built for 300,000 students*

Approved capital expenditures for new training facilities under the Federal-Provincial Technical and Vocational Training Agreement have reached an estimated total of \$983,000,000 and were expected to pass the billion dollar mark before the end of the year, the National Technical and Vocational Training Advisory Council was told at its semi-annual meeting in Ottawa in November.

The report of the Training Branch of the Department of Labour said that the estimated total contribution of the federal Government since the agreement became effective on April 1, 1961 was \$561,000,000.

A total of 819 new technical and vocational high schools, trade schools and institutes of technology, or additions to existing facilities, have been built during the past four and a half years, the report said. These facilities are providing nearly 300,000 additional training places for students.

The report said that there were still no signs that the rapid pace of expansion would slacken in the face of mounting needs.

### Critical Shortages

In thanking members of the Advisory Council for their continued assistance, Labour Minister Allan J. MacEachen underlined the fundamental importance in the country's general manpower program of the many training programs now underway.

"We are facing critical shortages of manpower to keep our labour market operating effectively," he said. "In order to overcome these shortages, trained workers must be provided in larger numbers and in a shorter time than heretofore.

"I think you will agree that this should not be done at the expense of quality in manpower and long-term security in employment. This means that more emphasis will have to be placed on effective training after a man enters the labour force."

The Minister also asked the Advisory Council to consider new ways and means for reaching and assisting those who have been "by-passed or left behind in our economic progress"—the unemployed, those with inadequate basic education, and the physically handicapped.

Although programs already exist to help each of these groups, the Minister said, "much more is required, and your consideration of the problems faced by these persons, and the techniques and methods best suited to overcoming their employment problems is urgent."

### Industry Retraining

In his remarks to the Advisory Council, George V. Haythorne, Deputy Minister of Labour, stressed the importance, in view of developing manpower needs, of retraining workers wherever this could be done within industry during the winter of 1965-66.

Labour shortages had already appeared in some critical areas of the economy and might be greater next spring, said Mr. Haythorne. He suggested that "the climate is ripe for action, and there is a solid base on which to build" by employers and unions, and by provincial and federal levels of government.

During the meeting, members of the Advisory Council noted that the emphasis in technical and vocational training had shifted from the provision of new facilities to ensuring an adequate supply of teaching and administrative staff and suitable curricula for training centres.

The Council commended the Department of Labour for its research activities in manpower development thus far, and suggested that greater attention should be given to this important field. It expressed appreciation of the new training techniques being developed. The Council also stressed the need, because of the forecast rapid expansion of technical and vocational training, for increased training of teaching and administrative personnel for the program.

# Challenge and Response

*This is the final portion of a two-part report on the founding conference of the new Centre for Industrial Relations held at the University of Toronto in October*

An industrial parliament in which labour, management, public officials and "the academic community" could meet regularly to discuss matters of common interest and to agree upon policy regarding legislation, was proposed by Prof. Harry W. Arthurs of Osgoode Hall Law School in an address during the third session of the founding conference. He replaced Prof. Bora Laskin who was unable to participate because of his recent appointment to the Supreme Court.

Prof. Arthurs delivered an address on the theme, "Challenges and Response in the Law of Labour Relations." Chairman for the session was Prof. H. D. Woods, Dean of Arts and Science, McGill University.

At present, Prof. Arthurs said, there was no neutral ground upon which representatives of such groups could meet regularly. "There are no occasions, beyond the crises produced by collective bargaining or controversial legislative proposals, for the exchange of views. Thus, there is no accumulation of a fund of goodwill that stems from familiarity and respect, upon which the parties may draw in difficult times."

He thought that measures for legislation that had been carefully examined and approved by such a body would be approved without difficulty by the necessary parliamentary majority. "Once enacted, moreover, laws would more effectively command the obedience of all concerned, because of the pre-commitment to legislative policy by well known unionists, business leaders and disinterested critics."

The speaker hoped that in time such an industrial parliament might come to be served by "a civil service of economists, lawyers, sociologists, industrial management consultants, and labour staff members, recruited and mobilized under the auspices of Centres for Industrial Relations at this and other universities."

He also thought it possible that, "perhaps in the far distant future," there might be "voluntary adherence by labour and management to the standards of behaviour enunciated by the industrial parliament."

The suggestion came at the end of a speech devoted to what he considered the failure of law, in its slow development, to keep pace with social and political change.

"Law, after all," he said, "is a technique for preserving order and stability in society, for substituting calm and reasoned judgment for passion and violent pursuit of self interest. Necessarily, however, the order and stability which law represents takes the form of a prevailing social consensus. Thus, before the law can change, it is necessary for society's thinking to change. Inevitably then, there is a cultural lag between legal and social values. This lag is accentuated by our few, slow, and clumsy techniques for law reform. . . ."

The common law, Prof. Arthurs said, "at best, is laboriously built, case upon case, over a period of years. Thus, it is extremely unlikely that the development of a common law doctrine will be much altered once its foundations are laid. . . . I suspect that you will agree the common law is likely to respond to social challenges with something less than haste. . . ."

"More and more, however, we have turned to the legislatures to solve labour problems. Yet, here again, the law does not automatically change its course to adapt to new challenges. Typically, labour relations legislation is the product of vigorous and belligerent lobbying by each side for a new law with which to club the other into submission. It is extremely unlikely that the loser in this legislative donnybrook will accept the new law in good grace, and will make it work well. . . ."

"Yet, the great challenges are external to the law and are produced by the dynamics of industrial relations. Set against the background of a rather rigid and unresponsive legal system, these seem swifter and more urgent. . . ."

Going on to speak of changes in the attitude of the public toward labour disputes, he said: "Yesterday we were prepared to contemplate strikes as an inevitable adjunct of collective bargaining. Tomorrow, we may no longer let the parties make war. Indeed, even today we are no longer content that industrial strife should be speedily ended. We have begun to anticipate strife, and to eradicate its causes. We have, I feel, begun to introduce a new element of morality into our judgment of how labour and management should behave."

"Is our law attuned to these new developments? I suggest not. Technology changes quickly, yet the parties often freeze their

relationships in a collective agreement binding for two or three years—and cannot legally sign an agreement for less than one. Our problems are constantly more complex, yet our legislative policy is designed to encourage collective bargaining only on the basic issues of wages and working conditions. Our social and economic units are increasingly interdependent, yet our constitution fragments nation-wide bargaining into provincial patterns, and our statutes put a premium on the single-employer bargaining unit.

"And finally, our law of labour relations embodies the low expectations, the old morality, of the 1930's and '40s. No more is demanded than a minimal and murky statutory duty to 'bargain in good faith', and adherence to a judicially drafted set of Marquis of Queensbury rules for industrial warfare."

Two fundamental, but often conflicting principles in the law were speed and fairness, the speaker said. "Of course in industrial relations, time is always of the essence . . . Yet there is always the danger that in attempting to move with the rapid pace of events, legal procedures may be less than fair. . . ."

One of the examples chosen by Prof. Arthurs to illustrate this conflict between speed and fairness in labour relations was the use of the labour injunction. "The employer's interest is in speed; for him time is money. The union, accused of wrong-doing, takes its stand on the issue of fairness; for it, time is the opportunity to prepare and present a defence. To some extent, the unions' position was vindicated when we virtually abolished the *ex parte* injunction in 1960. The legislature apparently decided that confrontation of one's accuser, a basic principle of our legal procedure, was more deserving of protection than speedy protection of an employer's economic interests." But he proceeded to point out important qualifications to this general principle.

Some of these qualifications were: That violence, destruction of property and disruption of a public service were all enjoined without notice; that only in labour disputes was the use of the *ex parte* injunction restricted; and that, even when notice was given to the offending union, it was sometimes impossible for the union to prepare its defence. In such cases, "the injunction may be decided on the basis solely of material filed by the plaintiff employer."

Turning to "the inhibiting effect of precedent upon the law's response to challenges both internal and external," Prof. Arthurs said, "lower courts are generally bound by the past decisions of higher courts. But because higher courts are involved so seldom in

labour relations litigation, most of the governing authority which controls the day-to-day disposition of cases is remote both in time and in outlook from modern labour relations."

Referring to secondary picketing, the speaker said that the most significant failure of the courts had been in this matter. "Here, it seems to me, they have given way to the temptation to make judicial policy out of whole cloth, rather than to merely stitch up the open seams in a well-measured legislative purpose. In Ontario, as in many other provinces, the Labour Relations Act does not regulate picketing. . . . Yet, notwithstanding the refusal of the Ontario legislature to outlaw secondary picketing, as recommended in 1958 by its Select Committee on Labour Relations, our Court of Appeal has done just that. This precedent was followed in a recent Ontario case which forbids so-called secondary picketing by a union, lawfully on strike, at a construction site shared with several other unions.

"The case I have referred to effectively prohibits all picketing in the construction industry. The problem, put shortly, is that the courts have not learned the language of contemporary industrial relations. In this day and age to echo precedent, to talk of breach of contract, of conspiracy to injure, of nuisance, and of other choice items in the judicial 'vocabulary of vituperation', is to demonstrate a total lack of understanding of the union tactics against which the doctrines are mobilized.

"Of course some of these union tactics are objectionable; some are not. But all too often there is simply no investigation of their validity. If the tactic falls into one of the traditional tort pigeon-holes, it is outlawed without further ado. It seems to me that the greatest obstacle to realistic decision-making is reliance upon precedent. Yet, after all, precedent is the style of the common law. May it be, then, that the courts, in the absence of clear legislative instructions, will never be able to respond to the challenge of moulding the common law to changed circumstances and policies?"

Prof. Arthurs went on to discuss "the challenges posed by the irresistible social forces in the world around us, a world I have platitudinously described as undergoing a 'revolution of expectations'." One obvious symptom of this revolution, he said, was "the increasing frequency with which society intervenes in disputes which are said to affect the public interest?"

"By any definition, I suppose, disputes in public utilities, in transportation systems, and in hospitals would fall within the ambit of the public interest. In each of these fields, the

public has intervened in Canada in recent years, through legislation to forestall strikes by substituting a process of compulsory arbitration. But how broadly should we define the public interest? Where does this intervention end?

"... It is important to note that the legal framework of bargaining remains unresponsive to this challenge, except where community consensus is overwhelming, as in the case of public utilities, hospitals and railways. Even here we have not responded with the imagination and flexibility that the problem deserves.

"Assuming that we wish to solve such disputes, if we can, by a process of collective bargaining, then it is evident that any statutory solution ought to maximize the pressures for bargaining, while safeguarding the public against the potential harmful results of a breakdown in negotiations. Instead, we have simply substituted arbitration for strikes, and we have thereby seriously impaired the calibre of collective bargaining.

"Indeed, there is every reason to believe that with arbitration as its terminal point, bargaining, as we know it in industry generally, will cease to exist in these special situations. Might it not be preferable to introduce an element of uncertainty, of flexibility, into the settlement of these disputes, in order to preserve some of the vitality of the bargaining process.

"Of course, in the sense that ad hoc legislation, rather than pre-established procedures, has been the Canadian approach, technically the government of the day has an unlimited choice of procedures. But ad hoc legislation does have two disadvantages: it cannot quickly be enacted, and it brands one party with a stigma of irresponsibility which further inhibits bargaining.

"A problem of broader dimensions, but lesser intensity, is that of technological or corporate change during the lifetime of the collective agreement. Sometimes, an employer may make such changes expressly in order to subvert the bargaining relationship. Sometimes, the changes are normal responses to competitive pressures. Has the law really proved capable of adjusting these clashing interests—the desire for industrial relations stability, and the need for managerial flexibility in a competitive economy?

Taking as an example the successor rights problem, Prof. Arthurs said that it was no secret that "some employers have engaged in a form of corporate metamorphosis for the express purpose of shedding their collective bargaining obligations." The Goldenberg Royal Commission, he said, had "recognized that this device promoted industrial strife

and had no apparent compensating benefit to the industry as a whole. Accordingly, the Commission recommended amending legislation, which ultimately was enacted."

But it was doubtful whether the legislation adopted in Ontario and elsewhere in Canada was really adequate. "It is noteworthy, however, that the National Labor Relations Board in the United States—unlike our own labour boards—solved the same problems without legislative assistance.

"The related problem of sub-contracting has also been met with a singular lack of imagination and intellectual sophistication by Canadian arbitrators. . . . Allied to the problem of allocating work as between those in the bargaining unit and those beyond it is the problem of allocating work as between men and machines. A collective bargaining contract constructs an edifice of classifications and wages upon a foundation of stable and familiar techniques of production. . . .

"Consider the impact of technological change on the wage and classification structure. The agreement identifies by name a number of jobs. If their content is radically transformed, or their very existence ceases, what wages and classifications are then to apply to the former occupants of those jobs? To foresee all new classifications which might conceivably come into existence during the lifetime of the agreement is an obvious exercise in futility. To forbid the introduction of new machines (and thus of new job classifications) is to place an impossibly high premium on stability, with almost disastrous consequences for the employer's competitive position. Yet to allow the employer freedom to break down old work patterns, is not to say that he must be allowed freedom to erect new ones. . . .

"A compromise, one which appeals to me as a reasonable use of a legal mechanism, is to entrust the fixing of new terms of employment and wages to third-party adjudication. This is not to say that such adjudication must in every case take place. Rather, the possibility of arbitration provides an incentive for the parties to resolve their differences by negotiation.

"I might be accused of inconsistency in stating that arbitration of wage disputes in public services impedes collective bargaining, while it has the opposite effect in disputes involving the reclassification of employees after technological change. But let me point out that in public service disputes, there are potentially large gains to be had in arbitration which cannot be won in negotiation, so that one of the parties would rather arbitrate than negotiate; contrariwise, in classification disputes, the new wage rates an arbitrator will likely fix, which may often affect only a

few employees, will be only marginally different from the former rates, so that there is an incentive to avoid the time and expense of arbitration.

"On this proposal, a single caveat: Who will arbitrate? With no disrespect to my fellow arbitrators, particularly in view of their almost universally greater seniority, few of them are skilled in job evaluation. Most people with experience and expertise in this field are employed by either unions or management, and are consequently unable to act as neutral arbitrators. I would strongly suggest that the parties and the government together begin to consider a program of recruitment in this highly sensitive, and obviously expanding area of labour arbitration.

"If I had a long-range solution for the problems of workers displaced through technological change, I do not suppose that I would have to earn my daily living by exposing myself to the slings and arrows of outrageous law students. Of this much, however, I am certain: the answer does not ultimately lie either with collective bargaining legislation or indeed with the collective bargaining process.

"While the problem has its genesis in the employment relationship, it is obviously a larger social problem. The victims of technological displacement, particularly older workers who cannot adapt to new industrial techniques, represent in two senses a failure of society. In the first place, they are a failure of our educational system: we simply have not trained people to be adaptable. Secondly, they represent a failure of our social security system: we are not yet able to cope with the appearance on the labour market of that largely unmarketable commodity, the unskilled worker.

"We have not really learned to avoid human spoilage and waste. On this score, others more knowledgeable and more eloquent than myself will speak. For what it is worth, my position is that responsibility in this area lies beyond the narrow labour-management community. The burdens of training and retraining, of job-finding and job-making, cannot be borne by a particular company and union whose resources and horizons are necessarily limited.

"The most fundamental impact of technological change has been upon the balance of power at the bargaining table. The brutal but inescapable reality of our newspaper strike is that the employer no longer needs to hire striking union members, or even unemployed non-union printers. Now the computer crosses the picket line and scabs in the struck plant. Deprived of the traditional technique of mounting economic pressures—the strike—it can fairly be expected that unions will ex-

periment with other tactics. Some of these are so obviously anti-social that they cannot be permitted. . . .

However, the law could be changed to permit the union to launch countervailing pressures which would to some extent offset the advantages of the computer. In other words, we might shift the contest—from the labour market, where it is no longer meaningful, to the consumer market where the parties are more evenly matched—by making legal certain forms of secondary pressure which are not now permitted.

"More realistically, I suspect that unions will be able to redress the balance of power not by changing the law, but by altering their structure so as to embrace a wider range of employees, not all of whom would be pitted against the computer in competition for work. Thus, in the newspaper industry, an industry-wide union, whose members gather news as well as print it, would not have been subject to the same pressures as the much more narrowly-based craft union.

"This last observation brings me to a critical theme. It is possible—or desirable—to reshape the union movement by compulsion of law to meet the revolutions of our times? Again, by way of example, I focus upon the revolution of expectations. More and more we are coming to expect of our union movement a level of responsibility, integrity, democracy, and social consciousness which would make it an institutional refutation of the doctrine of original sin. Can the law guarantee our expectations? Obviously, legislation can do much to stop overt forms of undesirable behaviour. . . .

"What I am concerned to trace here is not the undeniable fact that law may have some influence, but a more precise analysis of exactly what that influence is. Obviously, law acts as a deterrent. Yet equally important is the educative role of law; by a public declaration of the standards of conduct which we expect, many will be led into voluntary, indeed willing, compliance. . . .

"It is important that any law directed towards shaping the destiny of the labour movement be enacted with the assistance and participation of those most directly concerned. I believe that the vast majority of our labour leaders are firmly committed to democracy and honesty, and they ought to be invited to help make laws which would apply to the tiny minority that are not. Because there is a natural and justifiable fear that those outside the house of labour do not always possess a sympathetic understanding of its tenants, the enforcement of such laws should also be an internal matter. The Public Review Board of the United Automobile

Workers is an excellent model of non-governmental, union-created machinery which can and should be utilized in any systematic approach to regulating the internal affairs of labour unions.

"But when we turn from the more obvious dangers of bossism to the much subtler questions of union structure and organization, law may well be too crude an instrument to accomplish our purposes. For example, Parliament could impose upon the SIU and the other maritime unions a Trusteeship which, while it has not brought the ultimate in organizational purity, has at least curbed the worst abuses of power. However, the trusteeship has been totally unable to execute its task of welding the various maritime unions into a single effective organization. . . . "I do not mean to suggest that government is powerless to control one of the most important private institutions in our society. Rather, my point is that government must operate not so much by command as by example and exhortation.

"Consider, for instance, the way in which a more highly centralized union movement might be promoted. By constantly involving the various central labour bodies in economic forecasting, legislative revision, and consultation in policy planning, the importance of these central bodies vis-a-vis their affiliates is greatly enhanced.

"Industry-wide bargaining likewise emphasizes the authority of central labour bodies. Therefore, when government itself bargains, it clearly ought to insist on centralized, rather than autonomous union negotiators on the other side of the table. And when collective bargaining takes place in the normal way between employers and unions, government leadership can give great impetus to industry-wide negotiations. . . .

"But I wish to emphasize that in my view, a law which compels the dissolution or merger of unions, which compels their affiliation or non-affiliation with national or international groups, is an unwarranted interference with a basic civil liberty—freedom of association—which would not seem to be justified by any labour relations crisis in the recent past or present.

Prof. Arthurs then went on to consider the question: "By what process of law-making can legal institutions and rules be made to respond more quickly and effectively to the challenges of industrial relations?" It was in answer to this question that he made his proposal for the establishment of an industrial parliament.

A panel discussion following the address was led by Prof. A. W. R. Carrothers, Dean, Faculty of Law, University of Western Ontario, R. V. Hicks, Q.C., and E. B. Jolliffe, Q.C.

A second session, which ran concurrently with the one addressed by Prof. Arthurs, featured as guest speaker Prof. Wilbert E. Moore, sociologist, of the Russell Sage Foundation and Princeton University. Prof. Moore's theme was "The Individual in an Organizational Society".

Discussants following this address were Prof. Oswald Hall, Department of Sociology, University of Toronto, and R. S. Ritchie, Director, Imperial Oil Limited.

## MAURICE SAUVE

Hon. Maurice Sauvé, Minister of Forestry, spoke on "Government and Poverty" during the fifth session of the conference. He said that during our society's rise to affluence, programs have been developed that might be called "social insurance" or "social security" because they ensure that all or nearly all of the population will have at least a minimum of the basic necessities of life.

People may be considered poor even though their income provides much more than the basic necessities, according to the standards of society. "If, for any reason, people are prevented from enjoying a reasonable level of security, comfort and amenities, they are considered poor," he said. "And since our society is generally humane as well as affluent, poverty has become a matter of political significance."

He did not think that the poor generally recognize their condition to be a direct responsibility of society because "we are too steeped in the philosophy of individual free enterprise for that. It is that their champions recognize that the condition of the poor is now, in this era of automation, attributable to maladjustment of socio-economic organizations. It is these theorists, these disturbers of the traditional concepts, who function as the conscience of society and thus place the onus on the politician in an increasingly direct and forthright way."

Mr. Sauvé said politicians have, in the past few years, responded to the point where they have at least made a "political definition" of poverty and have committed themselves—probably irrevocably—to large-scale reduction of the poverty they have defined. "No one should be in the least surprised to find many political careers and even political parties made and broken on this issue during the next decade or two."

He described a study on rural poverty made this year by the Canadian Welfare Council. It included actual case studies of poverty in four regions of Canada—Nova Scotia, Quebec, Ontario and Manitoba.

The typical poor family in these four rural areas consists of parents and five children, he said. The income is, in many instances, supplemented by welfare payments or unemployment insurance and the family allowance. Even with this, the per capita monthly income is \$28 and he noted that the assumption underlying the minimum wage is that about \$50 is a necessary monthly per capita income.

The Minister said the housing conditions of these families were poor in the majority of cases; medical care is either expensive, too far away or the facilities are inadequate; educational facilities in many cases are inadequate; and the opportunity to participate fully in the educational process is hampered by such seeming trivialities as lack of clothing, no place to do homework, no books at home, and fatigue associated with poor food.

### Limited Opportunity

"Occupational opportunities are limited partly by inadequate education and training, and partly because jobs are not available," he said. "Such jobs as are available are often seasonal, and the wages are low. The capital requirements of modern farming are prohibitive for persons whose expenditures in 7 out of 10 cases exceed their income.

"These families exhibit a courage one must admire in facing conditions which they see no possibility of changing. It is not that they do not wish to change, but they perceive no realistic possibility of doing so. Some have tried and it hasn't worked—their skills; their orientation toward how things should be done, their lack of experience in coping with urban industrial situations—all these trap them in a socio-economic dead end."

They have little in the way of recreation; they are not members of the formal social organizations; they have no voice in decision-making groups such as local government, and although interested in school and church affairs, they find it difficult to participate in them.

"At present, most of them do not despair, but they fear for the future of their children," continued Mr. Sauvé. "Forces of social change and decisions made by others have to a deplorable extent placed these families outside the benefits of modern life.

"This picture of rural poverty, and the broad statistics on poverty, seem to indicate that the gross national product is far from being the barometer of national well-being. If, in our humane and relatively well-ordered society, such conditions can exist, I take it as an ominous indication that we have lagged dangerously in our ability to evaluate and assess the implications of the technological powers now in our possession. The modern tragedy of poverty lies beyond the pain and

suffering it brings to the individual. It is, if you will, an age-old tragedy—a deep malaise in the human conditions—which, however, can be redeemed in part by communication which leads to understanding."

In discussing what he considered a serious flaw in the organizational set-up of Government, Mr. Sauvé said: "I have sensed a weakness in the execution of Government programs aimed at reduction or elimination of poverty in Canada—a weakness which seems to frustrate our every attempt to directly face the challenge of poverty and take effective action. One could define this weakness broadly as an incapacity to understand and communicate understanding of an ideal of hierarchical ordering of cybernetic control—but this sounds a little high-flown when one attempts to relate it to the condition of a marginal farmer, obsolete and old at 55, who has no reason for hope. Therefore, I shall attempt a more modest and pragmatic exposition of the flaws I sense in our governmental organization for "anti-poverty" programs.

### Why Poverty Exists

"We face a most peculiar conundrum. It is politically safe—even politically desirable—to wage a massive frontal attack on poverty. We have the productive capacity—the financial means—of doing so. Almost no skilled men are unemployed. We have an able and responsible civil service, both at federal and provincial levels. The census of Canada, the great surveys of natural resources, and thousands of individual research programs, both rural and urban, provide us with nearly all the information we need. Why in this situation does poverty persist?" he asked.

"Certainly no one with any real knowledge of Canadians in the low income category could seriously contend that the poor remain poor because they are lazy, or because they are irresponsible. Such a conclusion could be based only on most superficial or cynical observation, and certainly it does not square with the reports of research such as the Canadian Welfare Council study.

"It is the politicians who define the wants of their constituents in such a fashion that the civil servants may organize the administrative programs required to fill these wants. It has been the case in recent years that politicians of the Government have defined in broad terms the objective of combatting the condition of poverty.

The many branches of the federal and provincial civil services have responded with what resources were made available to them, and have conscientiously tried to adapt these resources and capabilities to meet the challenge of poverty. It is possible to make a very impressive list of the results of these programs; however, we know they have been, at

best, only partially successful. And the evidence of this is the fact that a vast number—many hundreds of thousands—of families still exist in a condition of poverty.

"The actual organization and structure of the civil service has evolved as a group of many hundreds of individual agencies, and each agency has limited, specialized functions. Thus each agency can relate its activities to only a limited facet of the life of any given citizen. Each agency seeks to make citizens conscious of its function, and to do this it may publish information in various forms, and make personal contact with citizens. But let me stress again that the individual agency of modern government deals with only a small facet of the day-to-day life of any citizen. This means simply that if a citizen is to have maximum benefit from government programs, he must be familiar to some degree at least with a considerable number of programs."

This, said Mr. Sauv , was not an impossible task for the well-educated, alert and well-informed middle class, particularly since their direct needs from Government are quite limited. The poor people need a great deal from numerous government agencies, yet most of them are not in a position to establish a functioning relationship with the agencies. The reasons for this vary.

He said there was another more general reason. It was that Government agencies are oriented to commodities, to sectors of economic activity, to increasing productivity; and if they spend too much of their time trying to help people who cannot produce for one reason or another, the agency may look inefficient.

### Poor Communication

Communication between the Governments and the poor is difficult in the extreme, and a communications bridge must be built between those who are in need and those who have the power to help them. "Without such a bridge, the complex condition of poverty cannot be grappled with effectively by the kind of administrative structure we have developed in this country, he declared.

"What kind of a communications bridge should we develop? Once again, there are many avenues—many roads to the kingdom. One could say that improved formal education would be a useful part of the structure. One could say that improved public information methods of government agencies would be useful—and who can deny that there is room for clear and lucid statements which can be easily understood by most of the people. The number and capability of field men could be improved, no doubt. But it is doubtful that

even if we very greatly improved all that we now do, this would, in fact, establish the required interaction between governments and low-income people.

Mr. Sauv  emphasized that both Government programs and the involvement of local low-income people are necessary if the challenge of poverty is to be met. Where programs to eliminate poverty have failed, or not been fully successful, the failure can be traced to this crucial fact.

He felt there may be a solution to the problem and that the solution may be found in a social process that is relatively new, but which has been developed with success in many communities, in many areas of the world—both underdeveloped and developed.

"The name given to this process is 'community development' he said. "This name has come to have a reasonably precise meaning when it is used by the specialists who have come to understand and apply community development as a social process. There is a well-known working definition of the term 'community development' that has been adopted by many international agencies. The term 'community development' has, in international usage, come to connote 'The processes by which efforts of the people themselves are united with those of governmental authorities to improve the economic, social and cultural conditions of communities, to integrate these communities into the life of the nation, and to enable them to contribute fully to national progress'. The definition then points out that the essential element of this complex process is the participation of the people themselves, and the provision of services in ways which will encourage initiative, self help and mutual help.

"This, of course, is not an easy process to establish because it is not easy for a government representative to avoid major pitfalls when entering into a relationship with a community. One pitfall is authoritarianism, or its equivalent, paternalism. Another pitfall is the tendency to propagandize and build the expectations of a community beyond what can be realized.

"Another is that the community itself may seek to exploit the anti-poverty program by organizing to grab from the pork barrel which it may assume exists. In short, people who seek to introduce the community development process in a community must be extremely sensitive and intelligently aware of the social forces which operate even in the simplest rural community. This means that their personal qualities, education and training must be of the finest. To develop and employ this kind of person will require substantial training facilities and substantial salary levels."

### Needed: A Bridge

Mr. Sauvé cited four positive steps which we can begin taking—those of us who seek to build the bridge between the Canadian institutions and the Canadian poor:

- (1) recognize that effective contact is not being made with this segment of the people;
- (2) recognize that contact is essential before useful development can occur;
- (3) recognize that until the low-income groups are assisted in arriving at some consensus, and of more or less formalizing their demands, we can do little.
- (4) governments, both federal and provincial, should seriously consider taking a bold step in actually committing substantial resources to this new community development approach.

Continued, Mr. Sauvé: "Community development is admittedly new and it is admittedly relatively untried in Canada—and the community development approach is certainly not an easy one for the Government administrator to build his action programs around. Yet the community development approach may prove to be the only way to develop successful anti-poverty programs, and for this reason I feel it is urgent that it be given the understanding and support of Governments."

The Minister referred to the program under the Agricultural Rehabilitation and Development Act, saying that it has evolved into a substantial program of resource improvement and rural socio-economic development. The federal Government will contribute \$175 million in the next five years toward provincial ARDA programs.

He touched on the ARDA program in the Lower St. Lawrence and Magdalen Islands, where an Eastern Quebec Planning Bureau was incorporated in 1963. The organization is concerned with research and the planning of development programs.

The most original part of this major experiment in regional development, he said, is seen in the way in which the bureau and the people are making contact. It could be called community development.

Concluded the Minister: "One could not say that ARDA has emerged as a paragon—that the program meets the ideal of excellence which is possible under the legislation. However, I do say that the ARDA program has emerged as one of the most successful ventures to date into federal-provincial action. I am greatly optimistic that the ARDA program will, as it develops, help our Canadian institutions to overcome the very real organizational obstacles to coping with the challenge of poverty."

### THOMAS COSGROVE

Thomas Cosgrove, Director of the Consultant Utilization Program Support, Community Action Program, Office of Economic Opportunity in the United States, spoke on "The Poverty Challenge and Responses to It" in the fifth session of the conference, chaired by Dr. John Deutsch, Chairman, Economic Council of Canada.

He said that in the United States, recent figures showed a decline of about a million in the nation's poverty population. "We are not so naive, however, that we attribute the gain to the present anti-poverty program alone. We know that much of what has been accomplished is attributable to the massive prosperity our nation has been enjoying."

Despite automation, he said, unemployment is down in the face of record demand, and incomes have been rising. "In such a situation it is inevitable that some among the poor will escape poverty's bonds."

Mr. Cosgrove said that even if today's prosperity continues indefinitely, there will be massive poverty in the United States, unless it is fought without letup. By the official statistics, he said, poverty is any family below the \$3,100 per annum mark, and on this basis there are perhaps 34,000,000 impoverished residents in the United States.

He said that, contrary to popular belief, the overwhelming majority of the poor are white, although poverty is twice as prevalent among non-whites. "About 78 per cent of U.S. poverty wears a white skin," he said. "Of the poor, some 54 per cent live in cities, 30 per cent live in rural areas, and 16 per cent live on the land. Over 40 per cent of farm families are poor by U.S. standards."

Pointing out that the poor of the United States are better off than a majority of the world's population, he said that some, perhaps, are not poor by Canadian standards, "although I note that your own definition of poverty isn't far different from ours. The point is that in a world dominated by want, poverty is a relative concept."

"Relative though it may be, U.S. poverty must be defined against the background in which it exists, and the same is true for poverty in Canada. Because such poverty exists side by side with such great wealth, it is especially bitter to those who taste it each day of their lives." Poverty takes many different forms, and a third of poor families include persons past the age of 65, he said. Loss of earning power because of age is a major contributing factor in poverty. Millions of Americans depend solely upon social security income in old age, despite the growth of private pension plans that had recently been increased by seven per cent. The average was still under \$90 monthly, Mr. Cosgrove said.

"A myth exists about the laziness of the poor, which deserves to be buried for all time," he said. "The very people who spread this myth often pay poverty wages to domestics and others in service industry. Often, those who fight improved minimum wage legislation shout loudest of the unworthiness of the poor."

### **The Poor Want to Work**

"Statistics prove that the poor want to work, although there are some too demoralized or alienated for self-help. Those who would condemn these unfortunates truly condemn only their own insensitivity and indifference. While the lunatic right may proclaim that the poor should be left in poverty, most U.S. citizens support the anti-poverty war."

Mr. Cosgrove said that more than half of all U.S. poor families include members who are working or looking for work; about two-thirds include wage earners who worked at least part of the time during the year. "It is the poor who perform the stoop labour in the fields, who clean away the dishes in fancy restaurants, who make the beds in our hotels and motels, and who perform so many of the other unskilled tasks that still must be done. More than half of all poverty is attributable to low wages, involuntary unemployment and involuntary part-time work."

Referring to a study by the Ontario Federation of Labour entitled "Poverty in Ontario—1964", Mr. Cosgrove said he found very familiar language in it. The cycle of poverty is hardly unique in Ontario; it has existed for generations within the United States. "Its results are sometimes fearful. It has created apathy and dependence. It has caused frightening crime and delinquency. The recent riots in the Watts area of Los Angeles attest to the bitterness and violence pent up in the impoverished Negro ghettos."

"Figures cited by the Ontario Federation show that about 4,000,000 Canadians live in either poverty or destitution. Percentage-wise, Canadian poverty is much the same as that to the south. As in the United States, your poverty is greatest among minority groups—in your case, the Indians. As in the United States, your poverty is often traceable to unemployment or under-employment. As with us, many of your poor work for substandard wages, are untrained or under educated or head one-parent families."

The War on Poverty in the United States, Mr. Cosgrove said, is an effort to break the poverty cycle, to help the poor to help themselves, to mobilize national and local community resources to eradicate the cause of poverty, and to equip the poor for the labour market.

He said the entire U.S. nation has a stake in the eradication of poverty, because its existence is a threat to everybody's welfare. The poverty-stricken buy few consumer goods or homes, and they add little to the national wealth.

"The elimination of poverty, obviously, means greater prosperity for all. Poverty is bad morality and worse economics," he said. Pointing out that some claim people are poor because they lack education while others claim people lack education because they are poor, he said: "It matters not which comes first; it matters only that opportunity for education, training, and jobs shall be increased so that ignorance and want can be eradicated."

### **Allocation of Resources**

He said he could take the narrow view that the answer to elimination of poverty in old age lies through union organization, and to an extent this was true. "But union organization will not answer the problem for millions. The answer lies in allocation of sufficient resources to assure a decent minimum living standard under society security."

Organized labour in the United States, he said, has been a mainstay in the successful battle for recently enacted legislation. Labour, almost alone, carried on the fight for medicare when the odds against it seemed unsurmountable. "Organized labour has had a major and positive role in the fight for civil rights and equal employment opportunity. There is a direct and obvious link between the civil rights fight and the war against poverty," said Mr. Cosgrove.

Partly because of high and persistent youth unemployment, and partly because of the need to bring impoverished youth into the mainstream of the national life, the War on Poverty has placed great stress upon youth programs, he declared.

"Unless young people are given an opportunity to overcome educational and training deficiencies, many will be condemned to repeat the cycle of poverty. The world no longer has adequate room for the high school dropout or the unskilled who now are doomed to face lives of chronic unemployment and under employment."

He referred to the Economic Opportunity Act, saying that it represents a conscious effort to provide impoverished youth with the background and motivation needed for today's world of work.

Turning to other programs in the United States, Mr. Cosgrove said the best known was the Job Corps that seeks to provide an away-from-home residential setting for disadvantaged youths who have family backgrounds that discourage education and training, and create negative motivation.

There are three kinds of Job Corps centres where youths from 16 to 22 are eligible, he said. They are: rural men's conservation camps for those with low levels of literacy; urban centres for young men able to absorb skill training; and women's centres.

At full strength, there will be 66,000 in the various camps and centres. Enrollment will be for a year in most cases, although some may go from conservation camps to Job Corps centres for additional training.

### Signs of Success

He said the Job Corps is new, untried and novel, and there have been some problems; but there are signs that with experience, initial problems can be solved. The drop-out rate from the Job Corps is significantly lower than the first year college drop-out rate, and in his mind "the Job Corps will make a significant contribution toward a better society in the United States."

Speaking about the Neighborhood Youth Corps, another significant program, Mr. Cosgrove said the program seeks to make it possible for poor youths to remain in school through part-time work for pay, and to improve their employability in the process. It also seeks to encourage drop-outs to return to school or to obtain useful work experience.

On the College Work-Study Program, now being transferred to the U.S. Office of Education and enlarged under the new Higher Education Act, Mr. Cosgrove said wages made possible by federal funds for part-time work will permit tens of thousands of poor youth to obtain a higher education.

Referring to the GI Bill of Rights, the speaker said this was an investment in human capital that has paid off handsomely. It enabled tens of thousands of youthful returned veterans to go to college or take advanced skill training. "Because of the GI Bill, which paid tuition and a small stipend, the United States today has the know-how needed for a modern technological society. I shudder to think of the kind of nation we would now have had it not been for the GI Bill," he said.

"We are awakening to the realities of our modern world at long last," he continued. "The time has come even when the National City Bank of New York has hailed investment in education as being as essential as investment in capital goods."

Mr. Cosgrove said the War on Poverty provided funds for basic adult literacy courses, and the program was aimed at 11.5 million adults with less than a sixth grade education. "While literacy does not guarantee full citizenship participation, or employment, these are almost impossible to achieve without the ability to read and write."

The War on Poverty, he said, embodies an effort to fight rural poverty through an individual small loan program, and loans to create or strengthen rural co-operatives under which some 500,000 low-income rural families are eligible. In addition there is a program of loans to provide better housing, sanitation, education, day care and self-help for migrant and seasonal agricultural workers.

Another part of the program is a special, small business loans component intended to offer new opportunity to neighbourhood and other small businesses, and to expand employment opportunity. This provides a source of credit when all others are lacking, and the loans are repayable over 15 years or less.

An adult work-experience program has been developed that is designed to meet the hard-core adult unemployed who have lost their capacity to improve their situations unaided. The program seeks to employ the hard core unemployed on useful projects in the public interest in situations where they may develop or conserve good work habits, attitudes and morale.

### Peace Corps

Mr. Cosgrove said the Peace Corps concepts, first enunciated by the late President Kennedy, has been brought to the domestic scene in the United States by the War on Poverty. VISTA, Volunteers in Service to America, offers adult Americans from outside the poverty population an opportunity to serve in the front lines in the anti-poverty war. He said VISTA is capturing the imagination of the nation, and there is reason to believe that it will prove to be a highly effective force for progress.

Turning to the Community Action Program, Mr. Cosgrove emphasized that this is the heart of the anti-poverty program and its most controversial aspect. The program represents the home-town mobilization against poverty in neighbourhoods where the disease is rooted.

"Through the Community Action Program, the Economic Opportunity Act and other federal programs having a relationship to the anti-poverty war, all joined together with local resources for common combat," he said. "Community action is not a substitute for existing welfare agencies, although it seeks to utilize these in a co-ordinated effort to combat the root causes of poverty. The Community Action Program adds new resources and innovation to the fight."

Project Headstart, the first massive pre-school venture, was launched last summer, he said, and more than half a million children benefited. "Thanks to Headstart, preschool has already become a permanent innovation in U.S. education," said Mr. Cosgrove.

"We have insisted that the poor shall be directly represented upon governing, planning and advisory boards. More importantly, perhaps, we have insisted that the leadership of the poor shall have a place within Community Action Programs as neighbourhood workers and in other capacities. We look upon the Community Action Program itself as an opportunity structure for the poor who have leadership capability, but who have so far been submerged by circumstances beyond their control.

### **The Vital Link**

"The Neighbourhood Centres visualized by the Community Action Program—and now in operation in most communities—are in a sense the local union halls of the program. Out of these centres, the neighbourhood workers, recruited from the poor, seek out those who need services provided by the program. We know now that the neighbourhood worker is the vital link between the program and the people. Without effective neighbourhood workers, CAP programs will tend to remain words."

He said that CAP, more than any other aspect of the War on Poverty, represents an effort to eradicate the root causes of poverty. The AFL-CIO is co-operating fully in the struggle to end poverty, but although the program has been doubled it, alone, will not end poverty, Mr. Cosgrove declared.

"The United States of today can afford to underpin its economy with a minimum wage which will take all of the employed out of the poverty population," he said.

"We know—and Congressional hearings have shown this to be true—that there need be no major alteration within the U.S. price structure to meet the cost of an adequate minimum wage. We know that the U.S. economy can grow at a continued fast pace if more purchasing power is supplied at the lower levels of our economy. We know that poverty can be eliminated faster and more effectively through such steps than in any other way. We recognize that every aspect of the anti-poverty war will remain essential even if the minimum wage is pegged above the poverty level.

"There is a need to think clearly and boldly about the kind of economic underpinning required to conquer poverty. There is a crying need for national minimum standards of public assistance to insure that no child shall go hungry or uneducated through no fault of his own.

"Nor can the War on Poverty be won if the worker is denied his fair share of our expanding economy. While it is a fine thing to be able to produce a record output of goods and services, that ability will become a mockery unless the goods and services are consumed. In the ultimate sense, rising living standards spur capital investment and create the jobs needed to permit people to rise out of poverty," he concluded.

Leading a panel discussion following the addresses by Mr. Sauvé and Mr. Cosgrove were John W. Eleen, Research Director, Ontario Federation of Labour; Prof. John Morgan, School of Social Work, University of Toronto; and S. M. Gossage, Vice-President, Company Services, Canadian Pacific Railway.

# Labour Relations Legislation in 1965

*Quebec grants teachers and civil servants right to strike  
Ontario provides compulsory arbitration of hospital disputes  
Amendments made in civil service act in Manitoba and Alberta*

At the 1965 sessions of the provincial Legislatures, six provinces enacted legislation dealing with labour-management relations, with Ontario and Quebec making the most extensive changes.

Ontario enacted the Hospital Labour Disputes Arbitration Act, 1965, that provided for compulsory and binding arbitration of hospital disputes and banned strikes and lockouts in hospitals. The Toronto Hydro-Employees' Union Disputes Act was passed to avert a threatened Hydro strike in Toronto. Other amendments brought civilian employees of a police force under the Police Act.

In Quebec, amendments to the Labour Code granted teachers the right to strike, subject to restrictions similar to those imposed on other public service employees. A new Civil Service Act gave civil servants the right to bargain collectively, and to engage in strike action, subject to certain exceptions. The Professional Syndicates Act was amended. At an emergency session, the Transport Board Act was amended to prevent the threatened closing of an essential ferry service.

In Nova Scotia, amendments to the Trade Union Act brought boards and commissions under the Act and introduced a successor employer clause.

In Manitoba, a form of collective bargaining for provincial civil servants was introduced and minor amendments were made to the Fire Departments Arbitration Act.

Amendments to the Alberta Public Service Act granted civil servants limited bargaining rights.

In British Columbia, the sections of the Education Act dealing with collective bargaining procedures for teachers were amended.

## ONTARIO

### Hospital Labour Disputes Arbitration Act

The Ontario Hospital Labour Disputes Arbitration Act, 1965, prohibits strikes and lockouts in hospitals and provides for compulsory and binding arbitration of contract negotiation disputes involving hospital workers.

In providing for compulsory arbitration of all hospital disputes, this Act goes further than the recommendations of the Royal Commission (the Bennett Commission) appointed in 1963 to inquire into the feasibility and desirability of applying compulsory arbitration in the settlement of disputes between

labour and management over the negotiation and settlement of terms of collective agreements affecting hospitals and their employees. In its majority report, the Commission recommended that legislation be enacted providing for compulsory arbitration, to be invoked at the discretion of the Lieutenant Governor in Council, on either of the two but only on the following two grounds:

(a) When patient care is adversely affected or seriously threatened, and

(b) if either party is convicted pursuant to the provisions of the Labour Relations Act of bargaining in bad faith, provided that the other party has not been so convicted in respect of the same negotiations and requests compulsory arbitration.

The Commissioners stated: "In confining governmental intervention to only the two specifically defined instances and then only at the discretion of the Lieutenant Governor in Council, we are asserting our faith in the principle of voluntary collective bargaining and our opposition to compulsory arbitration in interest disputes in hospitals."

During the debate on the Bill, the Minister of Labour said that, if the Commission's formula were adopted, there would be a gap in the remedy because strikes and lockouts could still occur in hospital disputes, if either of the foregoing conditions were not fulfilled. He added:

I am driven, Mr. Speaker, to the conclusion that any strike or lockout in a hospital endangers patient care. Machinery and equipment must be maintained, the supply of electricity and water is essential, the cleanliness of the building, the operation of the laundry, the preparation of and service of good food, all these and many other things are just as essential to patient care as the services rendered directly to them.

The criterion of patient care is, I think, the paramount one. So far as I am concerned, a strike in a hospital cannot but affect it.

The Minister emphasized, however, that the new Act is not to be taken as a new vogue in industrial relations legislation in Ontario as far as the present government is concerned.

As the name would indicate, the Hospital Labour Disputes Arbitration Act is separate and distinct from the Ontario Labour Rela-

tions Act. It covers not only hospitals, but other institutions operated for the observation, care or treatment of persons suffering from physical or mental illness, whether financed in whole or in part out of public funds or operated for private gain.

At the same time, all of the provisions of the Labour Relations Act, except as modified by this Act, apply to hospitals and their employees. In future, no municipality may exercise the authority granted to it under section 89 of the Labour Relations Act, and issue a declaration excluding hospital workers from the Labour Relations Act. Any such declaration, heretofore made, ceased to have effect on the day the new Act came into force.

Initially, the procedure to be followed, in the event of a contract negotiation dispute in a hospital, is the same as for a dispute in any other work place. The first departure from the normal pattern comes only after the usual conciliation process has been completed and no settlement has been reached. In that event, the parties are forbidden to engage in a strike or lockout and are obliged to resume bargaining and are given an additional 35 days in which to try to reach an agreement. This additional period of direct bargaining may be extended to 90 days if both parties agree, but any further extension has to be approved by the Minister.

Compulsory and binding arbitration will be imposed only if this further period of direct negotiations has not produced a settlement. In such cases, a three-man arbitration board will be appointed.

The arbitration board will be composed of a nominee of each side and a chairman chosen by the other two members. The appointment of any person who was a member of a conciliation board that dealt with the matters to be decided by arbitration is expressly forbidden. If either of the parties fails to nominate its member within the prescribed time or if the representative members cannot agree on a chairman, the Minister, upon the written request of either party, will appoint the member or chairman, as the case may be.

This provision for a tripartite board, rather than a single arbitrator, is in line with the recommendations of the Royal Commission. It said that such a board would be a safeguard against unreasonable awards, further stating that only chairmen experienced in hospital affairs would be appointed.

An arbitration board is authorized to decide any question in dispute, or any matter that it thinks needs to be decided, in order to conclude a collective agreement between the parties, except issues that come within the jurisdiction of the Ontario Labour Relations Board (certification, decertification, etc.). The decision of the majority of the members will

constitute the decision of the board and, if there is no majority, the decision of the chairman will prevail.

Any collective agreement reached between the parties before a board of arbitration is limited to one year from the date it commences to operate, unless the parties agree to a longer term. An arbitration board may, however, make an agreement or specific terms of it retroactive, if the required notice to bargain was given.

If either or both of the parties neglect or refuse to execute a collective agreement resulting from the activities of a board of arbitration within the prescribed time, the board has the power to put it into effect.

The costs of such arbitration are to be paid for out of the Consolidated Revenue Fund.

### **Toronto Hydro-Employees' Union Dispute Act**

This emergency legislation was introduced to avert a threatened Hydro strike in Toronto. It provided for compulsory arbitration of the contract dispute between the Toronto Electric Commissioners and Local No. 1, Canadian Union of Public Employees and expressly prohibited a strike or lockout.

In explanation of this, the Premier, who introduced the Bill, said that under the circumstances, legislation to effect compulsory arbitration of the dispute was the only course of action that appeared to be available. He said that a discontinuance or interruption in the supply of electric power in Toronto would seriously threaten the health, welfare and economic well-being of over 10 per cent of Ontario's population. Even if a power interruption was restricted to a limited area of the city, the individual resident would be without means to maintain his normal life. All industry and business in that area would grind to a halt and would be forced to lay off their employees.

The legislation, which is limited in its application to this one dispute, authorized the establishment of a three-man board of arbitration to settle the issues between the parties. The board's decision is to be incorporated in a collective agreement, that will remain in force for one year unless the parties agree to a longer term. The agreement, or any of its provisions, may be made retroactive to January 31, 1965.

While the Act is in force, both a strike and a lockout are banned. Also, the Commission may not alter wages, or other terms of employment, without the union's consent. In addition, it is forbidden to issue a declaration removing Hydro employees from the Labour Relations Act so long as this Act remains in force and so long as an agreement reached under this Act remains in effect.

This Act will be repealed on the day on which the new collective agreement comes into effect.

### Police Act

Among other changes, the Ontario Police Act was amended to bring civilian employees of a police force under the Act. This means that civilian employees of a municipal police force are now forbidden to strike and must submit disputes to arbitration.

This amendment resulted from a decision of the Ontario High Court, *Regina v. Ontario Labour Relations Board; Ex parte Canadian Union of Public Employees, Local 543* (1964); 45 D.L.R. (2d), Parts 3 and 4, p. 202. In this case, the judge ruled that motor mechanics and helpers employed by the Windsor Police Force to repair police cruisers and motor vehicles, were not members of a police force within the meaning of Section 13 of the Police Act and, therefore, were not excluded from the benefits of the Ontario Labour Relations Act.

Referring to this decision during the debate on the Bill, the Attorney General said that it was never intended that such people should be outside the police force. Those who worked for the police force were part of the police force and the Act simply made that clear, the Minister said. He also stated:

The reason for policemen, constables and members of the police force being denied the right to strike and go off duty in a dispute of that kind, is that we may maintain law and order. The garage mechanics, the persons who run the telephone switchboards, and all the people who work with the police force, could very well put it out of commission by refusing to go to work. The police would be immobilized, the communications could break down; these people, when they take on that responsibility and that work, in effect, are members of the police force.

### Justices of the Peace Act

An amendment to the Justices of the Peace Act provided that the Ontario Labour Relations Act does not apply to full-time justices of the peace.

## QUEBEC

### Labour Code

The Labour Code was amended to give Quebec teachers a limited right to strike.

Teachers were temporarily excluded from the Code last year, pending the report of the Special Committee appointed to study labour relations in the teaching field within the framework of the public education legislation

of the province. Meanwhile, they continued to be governed by a special statute, an Act respecting Municipal and School Corporations, that prohibited strikes and made it compulsory for teachers to submit disputes to arbitration.

In its report submitted last January, the Special Committee recommended that teachers be given the right to strike, subject to restrictions similar to those imposed on hospital workers and other public service employees. The Committee also proposed a number of other changes in school board-teacher relationships.

Most of the Committee's recommendations have been incorporated in the amended Code.

One such amendment takes into account the trend toward larger administrative units and permits area or even regional bargaining between teachers and school boards. The Code now provides that a school board may authorize an association of school corporations to bargain on its behalf. In such cases, teachers will be obliged to bargain with the larger unit, except that they will not be required to negotiate an agreement applicable to an area greater than that of a regional school board. A school board, in turn, will not be bound by an agreement negotiated by an association unless it has given the association an exclusive mandate to bargain on its behalf.

Another change is that collective agreements covering teachers are no longer for a two-year term, but may run for a period of from one to three years, the same as other agreements.

In the event of a stalemate in negotiations, teachers will now be subject to the same procedures as other employees. Upon notification, conciliation services will be made available if negotiations have been carried on for 30 days and no agreement has been reached, or if either party believes that negotiations will not be completed within a reasonable time. As with other disputes, the conciliation officer will have 30 days in which to effect a settlement, or longer, if both parties agree to an extension.

After giving at least eight days' written notice to the Minister, teachers will now be free to strike 60 days after conciliation was first requested (90 days in the case of a first agreement).

As in the case of a public utility or other public service employment, there is provision for an 80-day "cooling-off" period. If the Lieutenant Governor in Council feels that a threatened or actual strike of teachers will interfere with the education of a group of students, it may appoint a board of inquiry to investigate the dispute and submit a report within 60 days.

In extremely serious disputes, injunction proceedings may be instituted. Upon the petition of the Attorney General, a judge of the Superior Court may grant an injunction to prevent or terminate a teachers' strike. The injunction will automatically terminate 20 days after the board of inquiry has submitted its report.

### Civil Service Act

The new Civil Service Act gave most civil servants in Quebec the right to bargain collectively regarding salary matters and other conditions of employment, and to engage in strike action.

In the new Labour Code passed last year, civil servants subject to the Civil Service Act (other than employees of the Quebec Liquor Board) were excluded from the definition of employee and were expressly forbidden to strike.

Prior to this, a Special Committee of the Legislature had been appointed to study collective bargaining in provincial government services, hospitals and school boards. In its report submitted in June 1964, the Committee recommended separate legislation on labour relations in the public service. Its recommendations were later studied by a 14-member joint committee, made up equally of Government and union representatives, with the Director of Planning of the Civil Service Commission as Chairman.

The Premier, who introduced the Bill, emphasized that, except as modified by the new Civil Service Act, the Labour Code applies to civil servants.

The new Civil Service Act empowers the Lieutenant Governor in Council to authorize a member of the Executive Council to sign, in accordance with the Labour Code, a collective agreement with any certified association of employees of the civil service.

Under the new Act, the Syndicat de fonctionnaires provinciaux du Quebec, the union that won the representation vote held in November 1964, is formally recognized as the bargaining agent for all but four categories of civil servants who are employees as the word is defined in the Quebec Labour Code, that is, civil servants who do not exercise supervisory or managerial functions, or who do not act in a confidential capacity in labour relations matters.

This recognition is tantamount to certification for the majority of civil servants who are divided into two groups—functionaries and workmen (watchmen, labourers, charwomen and other manual workers).

If any conflict arises as to whether or not any employee or class of employees belongs in either of these two groups, the matter is to be referred to the Quebec Labour Relations Board for settlement. The Board also has

authority to cancel this certification if the Syndicat loses its majority status or to grant another in accordance with the Labour Code.

A special certification procedure is to be established for these categories of employees:

- (1) teachers
- (2) professional employees such as doctors, lawyers, engineers;
- (3) university graduates (economists, geographers, geologists, biologists, town-planners, auditors, psychologists, social workers, guidance counsellors and other professionals);
- (4) peace officers, prison guards, game wardens and traffic inspectors.

Any association representing any of the four categories of employees may be certified by the Lieutenant Governor in Council on the recommendation of a joint committee especially constituted for this purpose. One-half of the members of a joint committee will be composed of representatives of the group concerned.

Such certification is to have the same effect as certification by the Quebec Labour Relations Board. Conflicts as to whether employees should be included in, or excluded from, any of these four categories are to be referred to the Labour Relations Board for settlement. The Board may also cancel a certification or grant another, subject to the conditions prescribed by the Labour Code.

To be certified it will not be necessary for a professional association to be composed entirely of members of the same profession, which is the rule in the private sector. The Civil Service Act does, however, distinguish between doctors, lawyers and other professionals listed in the Labour Code and university graduates employed as economists, geographers, etc. In the case of doctors, lawyers, etc., certification may be granted to an association representing more than one professional group, if a majority of the employees in a particular professional group agree. The consent of the absolute majority of the other group of professional employees (economists, geographers, etc.) is, however, necessary before certification may be granted to an association that includes other classes of employees.

Civil servants, other than peace officers, have the right to affiliate, provided they do not engage in partisan politics. An association of civil servants may affiliate with a labour organization, provided the association has in its constitution clauses prohibiting participation in party politics or financial contributions to a political party. Also, a civil service association is forbidden to affiliate with any association that does not respect these prohibitions.

After January 31, 1966, civil servants, other than peace officers, will have the right to strike, provided there is a prior agreement with the Government regarding the maintenance of essential services. If an association and the Government cannot agree, the Labour Relations Board will decide what are essential services, and how they are to be maintained.

The Civil Service Commission will be responsible for job classification, appointments, promotions, transfers and training programs.

### **Professional Syndicates Act**

The Quebec Professional Syndicates Act, that provides for the incorporation of associations and professional syndicates, was amended to reduce the number of persons required to form a syndicate from 20 to 15.

The minimum entrance fee remains \$1, but minimum dues have been increased from \$6 a year to \$1 a month. Also, this provision is no longer limited to syndicates of employees but applies to all professional syndicates.

### **Transportation Board Act**

At a special one-day session of the Quebec Legislature, the Transportation Board Act was amended to prevent the interruption of essential public water transport services.

The legislation was introduced to end the threat of Levis Ferry Limited to cease operations on November 15, following a strike of ferry captains and first mates.

The Premier, who introduced the Bill, said that a prolonged ferry strike here would be disastrous. He also stated that any interruption of the service would endanger public health and safety. It was essential that this important link between Quebec and the south shore be maintained, the Premier said.

The amending Act provides for the appointment of an administrator to restore any public water services whenever the Lieutenant Governor in Council is of the opinion that any interruption of the service would endanger the public health or safety.

An administrator appointed under this authority would be empowered to manage all property allocated by the owner for the use of such service at the time of his appointment, or of the suspension of operations, and to control all persons employed therein. He would also have general authority to take whatever steps he deemed necessary or useful to re-establish or maintain a service.

Any person who hinders or obstructs an administrator, or who does not obey an order, is liable to a maximum fine of \$10,000 or up to two years' imprisonment or both.

## **NOVA SCOTIA**

### **Trade Union Act**

The Nova Scotia Trade Union Act was amended to extend coverage to employees of

provincial boards and commissions such as the Nova Scotia Power Commission and the Nova Scotia Liquor Commission, except those appointed by the Civil Service Commission or the Governor in Council. These employees may not resort to strike action, however, until 30 days after the time limit prescribed for employees in the private sector.

A successor employer clause has also been introduced. If a trade union has a collective agreement with an employer, or has been certified as the bargaining agent for his employees, or has applied for certification, the collective agreement, certification, or application will not be affected if the employer sells or transfers his business to another person, provided the sale or transfer has not resulted in a substantial change in the plant, property, equipment, products, working force or employment relations of the business.

In line with this amendment, the Labour Relations Board has been empowered to decide certain questions that arise when a business changes hands. If a union feels that an employer has made a sale, or transfer, simply to avoid certification or an existing agreement, it may apply to the Board for a determination. If the Board finds that this is the case, the certification, application or order, or the collective agreement, will continue in effect and will bind the person to whom the sale, or transfer, was made. If the purchaser already has an agreement with another union, or if his employees are represented by another union, the Board may, on application of any person concerned, determine which agreement or certification will cover the employees affected.

These amendments to the Nova Scotia Trade Union Act were recommended at the third joint Labour-Management study conference held in November 1964.

### **Teachers' Union Act-Education Act**

The section of the Nova Scotia Teachers' Union Act that permits negotiations between the Union and a school board, was amended to enable the Union to enter into an agreement with the school board on behalf of the teachers employed by the board with respect to salaries and conditions of employment. A complementary amendment to the Education Act made such an agreement binding upon the board and the teachers employed by it.

## **MANITOBA**

### **Civil Service Act**

Amendments to the Manitoba Civil Service Act introduced a modified form of collective bargaining within the provincial civil service. Prior to this, civil servants had the right to be consulted about salary matters and other conditions of employment, but the Joint

Council, established to consider suggestions or requests from the Government and employees, had no means of enforcing its decisions.

Under the amended Act, the Manitoba Government Employees' Association is recognized as the bargaining agent for provincial civil servants as long as it retains its majority status.

A person designated by the Lieutenant Governor in Council is authorized to carry on negotiations on behalf of the Government with representatives of the Association. With the approval of the Lieutenant Governor in Council, the minister responsible for the administration of the Civil Service Act or another cabinet minister may, on behalf of the Government, enter into a collective agreement with the Association respecting:

(a) compensation for employees, including the establishment of pay ranges for both new and existing classes of employees; and

(b) working conditions of employees.

Certain classes of employees may, however, be excluded from such an agreement. They include employees in managerial, professional or administrative positions, or persons in a confidential relationship with the Government, or a minister.

There is provision for third-party mediation in the event of a stalemate in negotiations. Upon the request of either the Association or the Government's representative, the minister must appoint a three-member mediation board. The minister is also given discretionary power to appoint a mediation board whenever he deems it advisable. Upon request of either party, a mediation board will also be appointed if a dispute arises over changes in a provision that is subject to revision during the term of an agreement.

The mediators are to be selected from three panels. One panel is to be composed of persons approved by the Government's authorized bargaining agent, and one of persons approved by the Association. The third is to consist of persons considered by the principles to be capable of acting as chairmen.

Time limits are imposed, requiring each party to notify the other, within seven days, whether or not it is prepared to accept the mediation board's award. If accepted, an award is binding on the Government and the Association.

If one party does not accept the award, the matter may be referred to the Lieutenant Governor in Council for final settlement. Within 15 days from the date on which the last statement of dissatisfaction is filed, hearings must be held at which the Government's bargaining representative and the Association may present evidence and make submissions respecting the award or dispute.

As soon as possible after the hearing, the Lieutenant Governor in Council must make an order confirming, or varying the award, whereupon the parties must prepare a collective agreement giving effect to the order.

The first agreement under the new system was signed on June 10.

### **Fire Departments Arbitration Act**

The Manitoba Fire Departments Arbitration Act was amended to make it mandatory for an arbitration board to submit its award within 42 days of the date of the appointment of the chairman. If the Minister of Labour directs a board to reconsider or amplify an award or any part of it, or to report on any new matters, it must report within 10 days of the Minister's directive.

Another amendment requires a municipality to notify the bargaining agent of the firemen within the prescribed time, if it passes a by-law changing the date before which notice to commence negotiations must be given.

## **ALBERTA**

### **Public Service Act**

Amendments to the Public Service Act of Alberta provided for the introduction of a regulated system of negotiations between the Alberta Government and the Civil Service Association, effective from July 1. In brief, they authorize the establishment of negotiating committees, prescribe the time limits to be observed in negotiation steps and permit signed collective agreements. In the event of dispute, the final say, however, rests with the employer. The right to strike is not mentioned.

In a prepared statement on the new legislation, the Provincial Treasurer and the immediate past president of the Association said: "The procedures differ considerably from industrial collective bargaining because it is felt that different circumstances prevail in the relationships between the Government and Crown agencies and the personnel who staff them."

The new negotiating procedures apply to all employees of the Alberta Government, except deputy ministers, the heads of crown agencies, chairmen or members of any government board, or other persons who, in the opinion of the Minister, exercise a policy-making function in matters relating to personnel administration. Members of a professional association may also be excluded by the Minister (the Provincial Treasurer) at the request of the majority of persons in the group.

The Civil Service Association of Alberta is the recognized bargaining agent of employees of the Alberta Government as long as it retains its majority status. It has the sole right

to bargain on behalf of employees subject to the Civil Service Act (employees of the various departments, as well as employees of the Legislative Assembly, the Provincial Auditor and the Personnel Administration Office). It also has the right to negotiate on behalf of the employees of a government board or agency or any such employees in a specific field of employment, provided a majority of such employees are members of the Association.

The Association is also given the right to delegate its authority to negotiate to any of its branches. If membership in a branch of the Association is limited to the employees of a particular board or agency, or to employees in a specific field of employment, the Association may delegate its authority to negotiate in whole or in part to that branch.

As in the private sector, procedures commence with the filing of a notice to commence negotiations. Upon request, the Government, or any board or agency concerned, is now obliged to enter into negotiations with the Association. Either party may give notice 60 to 90 days preceding the expiry of an agreement.

A notice to commence negotiations must describe the proposals or requests respecting rates of pay, hours of work, or other terms or conditions of employment that may be negotiated. These may apply to employees generally, or to persons in a specific field of employment. Any disagreement as to whether a specific proposal or request is negotiable is to be referred to the Provincial Treasurer, whose decision is final.

Negotiations are to be conducted by a negotiating committee. If the matter concerns departmental employees, the negotiating committee will be composed of three persons appointed by the Association who are members or employees of the Association, and three persons appointed by the Executive Council, at least one of whom must be a member of the Cabinet. A six-member negotiating committee, equally representative of management and labour, will also be appointed if the matter concerns employees of a government board or commission, the only difference being that there is no requirement to have a cabinet minister as one of the management appointees.

Certain time limits are imposed. A negotiating committee must submit a report to the parties concerned within three months from the date of the notice, or within such longer period as may be agreed upon by the members. Upon receipt of the report of the negotiating committee, each side must inform the other party within 14 days whether it accepts or rejects the recommendations in whole or in part.

If all of the recommendations are accepted by the Executive Council or the government board or commission and by the Association, they are binding on the parties and must be incorporated in a collective agreement.

In the event of a stalemate, the next step is a meeting with the Executive Council, or third-party mediation, depending on whether the matter concerns departmental employees, or employees whose rate of remuneration is fixed by the employing board or agency.

If the differences concern departmental employees, representatives of the Association will meet with the Executive Council. Any matters not settled at this meeting will be decided by the Government. Before an agreement is signed, the Government must submit to the Association a statement containing its decisions on those proposals and requests on which settlement was not reached. Its decision will then be binding upon the Government, the Association and the employees affected. The Government is expressly forbidden to alter, revoke, or to do anything inconsistent with the decisions during the term of the agreement.

A mediation board will, however, be appointed if there is a stalemate in negotiations involving employees of a board or commission. A mediation board will be composed of a nominee of each of the parties, and a chairman chosen by the two representative members. If the latter fail to appoint a chairman within the prescribed time, the Attorney General will appoint one.

The qualifications and powers of members of mediation boards are similar to those prescribed for conciliation boards under the Alberta Labour Act. The expenses of a mediation board are to be shared by the parties.

Unless the parties agree to an extension, a mediation board must submit its report within 14 days after the chairman agreed to act (exclusive of Saturdays, Sundays and holidays). Its recommendations may be in whole or in part retroactive.

Each side must advise the other party within 14 days whether it accepts or rejects the recommendations of the mediation board.

If some or all of the mediation board's recommendations are rejected by either party, the next step is for representatives of the Association to meet with the board or agency concerned and to try to conclude an agreement. Any matters not resolved at this meeting will be decided by the board or agency. The decisions will be binding upon the board or agency, the Association, and the employees affected, and during the term of the agreement the board, or agency, must not alter, or revoke, or do anything inconsistent with the decisions.

Differences over the interpretation of an agreement between a board, or commission,

and the Association, are to be settled by arbitration. Every collective agreement between a board, or agency, and the Association, must contain a provision for final settlement of all differences concerning its interpretation, application, operation or any alleged violation thereof, including any question as to whether the differences are arbitrable. If an agreement does not provide for arbitration, the statutory arbitration clause will be presumed to be included in the agreement.

This statutory arbitration clause provides for the appointment of a three-member arbitration board if differences are not resolved at a meeting, or if either party fails to follow the required procedure to its conclusion. Either side may institute arbitration proceedings by sending the other party a written notice, which includes a statement of the difference, and the name of the first party's appointee. The recipient of the notice has five days (exclusive of Saturdays, Sundays and holidays) in which to nominate its representative. If the nominees of the parties fail to select a chairman within the prescribed time, the Attorney General will appoint one.

The award of an arbitration board is final and binding upon the parties, and upon any employee affected by it. In case of disagreement, the award of the majority will prevail and if there is no majority, the decision of the chairman governs. The costs of arbitration are to be shared by the parties.

## BRITISH COLUMBIA

### Public Schools Act

Amendments to the British Columbia Public Schools Act made some changes in the provisions dealing with collective bargaining procedures for teachers.

One amendment permits regional agreements, or even province-wide bargaining, between school boards and teachers, provided both sides agree. The Act now states that, on or before September 20 in any year, any number of school districts and teachers' associations may notify the Superintendent of Education of their intention to enter into negotiations with a view to reaching a new agreement or modifying an existing agreement. After giving notice of a desire to enter joint negotiations, however, a school board or a teachers' association will not be permitted to withdraw from the negotiation process, including conciliation, or arbitration proceedings, with respect to the making of an agreement as proposed in the notice.

Another change is that each side is now allowed to name a single agent to conduct negotiations rather than a group or committee.

The conciliation procedure is also changed. Instead of two conciliators, one chosen by either side, the Act now provides that, by mutual consent, the parties may appoint a single conciliator to help them reach an agreement. If an agreement is not reached by October 31, or if the parties fail to select a conciliator by that date, the Minister of Education will appoint a conciliator upon the request of either party.

If the single conciliator is not able to bring about an agreement within the prescribed time, the matter, as before, will be submitted to a Salary Arbitration Board for settlement. A new provision prohibits any person from acting as a member of a Salary Arbitration Board during the same year as he has acted as a conciliator.

## Labour Standards and Other Legislation, 1965

*Only new labour standard statute enacted was the Canada Labour (Standards) Code. Other measures included a new Public Works Act in Alberta and amendments to Ontario Human Rights Code*

At the 1965 sessions of the Legislatures, only one new labour standards law was passed—the Canada Labour (Standards) Code. Other measures of interest to labour were enacted. These included a new Public Works Act in Alberta, and the Ontario Human Rights Code Amendment Act, 1965, that strengthened and extended the anti-discrimination provisions.

### Canada Labour (Standards) Code

The only new labour standards statute enacted this year was the Canada Labour (Standards) Code. Introduced on October 1, 1964 (L.G. Dec. 1964, p. 1058), the Code

was amended during passage and received Royal Assent on March 18 (L.G. Aug. 1965, p. 697).

The Code provides for a minimum wage of \$1.25 an hour; a standard 8-hour day and 40-hour week, with time and one-half for overtime (normally limited to 8 hours a week); eight general holidays with pay; and two weeks annual vacation with pay after every completed year of employment.

The new standards, which went into force on July 1, apply to employees in banks, interprovincial transportation and communication industries and other works and businesses subject to federal labour jurisdiction.

## **Alberta Public Works Act**

The Alberta Public Works Act, that consolidated provisions relating to public works previously contained in several statutes, includes a number of provisions that are intended to ensure that persons who supply labour, materials, etc. to a contractor with a provincial government contract are paid in full.

Under the new Act, a contractor with a provincial government contract may be required to post security, not only to ensure due performance of contract, but also to ensure payment in full of all claims for labour or material used in the performance of the contract.

The provisions of the Public Works Creditors Payment Act passed last year, that authorized the Alberta Government to pay money owing under a public works contract directly to the contractors and to recover the amounts paid from money due the contractor or the bonding company, have also been incorporated with a few changes.

If a contractor or subcontractor fails to pay a creditor, and a claim is filed with the responsible department or agency 30 to 90 days after the last day on which the labour, equipment, material or services were provided, the Crown may, after giving 30 days' notice to the contractor and surety, pay the claimant the sum settled upon and deduct the amount paid from the moneys due the contractor, or from the moneys or securities, if any, deposited with the Crown. If there is not sufficient money to cover the amount paid to the creditor, the surety, if any, will be obliged, to the extent of the security, to pay to the Crown upon demand, a sum equal to the amount paid to the claimant.

A new provision permits the Crown to pay the money into court instead of paying the claimant directly. The court, on the application of the claimant, the contractor or the surety, may then determine the persons entitled to the money and direct payment accordingly.

## **Alberta School Act**

The Alberta School Act was amended to require children to attend school until age 15, regardless of attainment, as long as further schooling is available. Previously, the statutory school leaving age was 15 years, unless a child has passed Grade 9 or its equivalent.

## **Saskatchewan Employees' Wage Act, 1961**

In Saskatchewan, the Employees' Wage Act, 1961, that is designed to protect wages and salaries, was amended with respect to the procedure to be followed when an employer has been convicted of failure to pay wages.

As before, a magistrate must, in addition to the fine imposed, order an employer to pay an employee the wages owing and must immediately forward it to him.

Under the amended Act, an employer who fails to comply with such an order is no longer guilty of an offence and liable to a penalty if he satisfies the magistrate that he is unable to comply with the order.

In case of default, the magistrate must, upon request, furnish the complainant with two certified copies of his order. That person, or his solicitor or agent, may then, upon payment of the prescribed fee, file a certified copy of the order in the office of the clerk of the district court nearest to the place of the employer, thereby making it enforceable as a judgment of the court.

## **Saskatchewan Attachment of Debts Act**

The Saskatchewan Attachment of Debts Act was amended to increase the amount of an employee's wages or salary exempt from debt claims. The amount now exempt from attachment is:

(a) \$200 in the case of a married person supporting at least one, but not more than three dependants;

(b) \$225 in the case of a married person supporting four or more dependants;

(c) \$200 in the case of an unmarried person, widower or widow supporting at least one, but not more than three dependants;

(d) \$225 in the case of an unmarried person, widower or widow supporting four or more dependants;

(e) \$100 in the case of all other persons.

## **Manitoba Employment Standards Act**

The section of the Manitoba Employment Standards Act dealing with the employment of children and young persons has been amended.

The employment of persons under 15 years in a factory continues to be prohibited. As before, "factory" is broadly defined to cover any building or structure, or land in or on which any person is employed for remuneration by an employer whose operations include as a substantive part, the manufacture of any material, substance, article or machinery by manual labour, or by machinery, or both.

The Lieutenant Governor in Council is empowered to issue orders prohibiting, or regulating, the employment of young persons 15 to 18 years in any place where the work is deemed to be dangerous, unwholesome or unhealthy.

*(Continued on page 1202)*

## Reader's Digest Award Presented

*Third Reader's Digest annual award presented jointly to the University of New Brunswick and Ontario Crippled Children's Centre for work in prosthetic research. \$500 cheque shared*

The third Reader's Digest annual award has been presented jointly to the University of New Brunswick's Bio-Engineering Institute and the Ontario Crippled Children's Centre in Toronto for their work in prosthetic research. The presentation was made at the Annual Dinner of the Rehabilitation Council for the Disabled, held in Toronto in October.

Prof. R.N. Scott, Executive Director of the Bio-Engineering Institute, and Dow S. Dorcas, Research Associate of the University of New Brunswick, accepted the commemorative plaque on behalf of the University.

The second plaque was accepted on behalf of the Crippled Children's Centre by Colin McLaurin, Project Director of the Prosthetic Research and Training Unit of the Centre; and R.J. Telford, who represented the Ontario Easter Seal Society.

In making the presentation of the 1965 award, Dr. Keith S. Armstrong, Executive Director of the Rehabilitation Council, said: "By honouring the University of New Brunswick and the Ontario Crippled Children's Centre, the Reader's Digest has acknowledged the pioneering work done by these two organizations in the field of prosthetic research. Though thousands of miles apart geographically, these organizations have worked together in combining the electrical arm prostheses of the Ontario Centre with the myoelectric control system developed in Fredericton by Prof. Scott and his associates."

The citation accompanying the Reader's Digest Award mentioned the fact that, although scientists and medical personnel in the U.S.S.R. had used a control principle in fitting appliances on a large number of adult patients with below-the-elbow amputations, it had remained for the University of New Brunswick team to develop a control system that would be suitable for the weaker signals from the muscles of a child. In accomplishing this, the New Brunswick researchers also produced a two-step control that enables a single muscle to do the work of two.

Dr. Armstrong explained that the research on which this development was based had been supported by grants from the federal Government.

After the presentation ceremony, Paul Picard, an 11-year-old boy from North Bay who has been fitted with this myo-electric con-

trolled arm, demonstrated the use of his electric wrist rotator. He showed the audience how he could operate his new hook and elbow when an electrical system was activated by his upper-arm biceps.

The \$500 cheque presented by the Reader's Digest to the award winner will be shared by the University of New Brunswick and the Ontario Crippled Children's Centre.

**Division Celebrates 21st Anniversary**—The Division for Guidance of the Handicapped, Community Chest and Councils of the Greater Vancouver Area, in September celebrated its 21st anniversary with a dinner at the Bayshore Inn.

Alderman E. Broome brought greetings from the City of Vancouver. Mrs. Mary Tadych, School of Social Work, University of British Columbia, described the organization and history of the Division, and Mrs. Rhona Lucas, Executive Secretary, explained its present position. Jack Humphreys, Chief Rehabilitation Officer, Workmen's Compensation Board of British Columbia, sketched plans for the future, which include the opening of the Vancouver Training Workshop and the establishment of a program for handicapped persons who are confined to their homes.

Ian Campbell, National Co-ordinator of Rehabilitation, Department of Labour, Ottawa, was the guest speaker.

**Designing Buildings for Handicapped**—Copies of a 20-minute colour film, "Sound the Trumpet", which portrays the difficulties imposed on the handicapped by the way buildings are constructed, have been purchased by the Department of Labour and are available for showing to interested organizations.

Copies of the film are available from the following offices of the National Film Board, to whom enquiries should be addressed:

St. Johns, Nfld.—P.O. Box 1206; Halifax, N.S.—1535 Dresden Row; Montreal, Que.—P.O. Box 6100; Ottawa, Ont.—6th floor, Excelsior Life Bldg., 270 Laurier Ave.; Toronto, Ont.—1 Lombard Street; Winnipeg, Man.—1130 Ellice Ave.; Winnipeg 10; Saskatoon, Sask.—202 Federal Bldg., 1st Ave. and 22nd St.; Calgary, Alta.—713 Public Building; Vancouver, B.C.—Room 415, Federal Bldg., 325 Granville St., Vancouver 2.

# Employment and Unemployment, November

Total employment, at 6,939,000 in November, showed a seasonal decline of 69,000 from October. A sharp drop in farm employment was partly offset by an appreciable increase in non-farm employment. Unemployment rose by an estimated 49,000 to 220,000. Seasonally adjusted, the November 1965 unemployment rate was 3.6 per cent.

Employment in November was 231,000 higher than a year earlier, and unemployment was 37,000 lower. The labour force, at 7,159,000, was 194,000 higher than in November 1964.

## Employment

Farm employment decreased 109,000 between October and November, while non-farm employment rose by 40,000. The decrease in farm employment was above average for the month, owing to a sharp drop in seasonal requirements which were associated with grain harvesting. During October, farm employment had shown unusual strength as a result of delayed harvesting in Western Canada.

The increase in non-farm employment was unusual as employment seldom increases during this period.

Total employment remained well ahead of a year earlier. The November figure of 6,939,000 represented an increase of 231,000, or 3.4 per cent. In non-agricultural industries the increase was 293,000, or 4.8 per cent. The service-producing industries accounted for the largest part of this advance; construction

employment was also noticeably higher than a year ago. All regions contributed to the increase.

The number of young people employed in November was significantly higher than a year earlier. In November, 639,000 persons aged 14 to 19 years were employed, 30,000 more than in November 1964. In the 20-24 age group 908,000 were employed, an increase of 71,000 over the year.

## Unemployment

Unemployment increased by 49,000 to 220,000 between October and November. Because unemployment was virtually unchanged in October—the month in which it usually rises—the increase between October and November was larger than usual. Thus, between September and November, the rise in unemployment was about normal for the period. The November estimate of unemployment was 37,000 lower than a year earlier.

Of the 220,000 unemployed in November, some 176,000 had been unemployed for three months or less. The remaining 44,000, or 20 per cent of the total, had been seeking work for four months or more. A year earlier, this group accounted for 26 per cent of the total.

Total unemployment in November represented 3.1 per cent of the labour force compared with 3.7 per cent in November 1964 and 4.4 per cent in November 1963. Unemployment rates were lower than a year ago in all regions.

## LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Nov. 1965	Nov. 1964	Nov. 1965	Nov. 1964	Nov. 1965	Nov. 1964	Nov. 1965	Nov. 1964
Metropolitan.....	—	1	3	4	9	7	—	—
Major Industrial.....	—	—	16	17	10	9	—	—
Major Agricultural.....	2	2	2	3	10	9	—	—
Minor.....	3	2	21	26	32	29	2	—
Total.....	5	5	42	50	61	54	2	—

NOTE: Grande Prairie was not included in the survey prior to January 1965.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

# CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		QUEBEC-LEVIS ST. JOHN'S VANCOUVER-NEW WESTMINSTER- MISSION CITY	← Calgary ← Edmonton ← Halifax ← Hamilton ← Montreal ← Ottawa-Hull ← Toronto ← Windsor ← Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)		BRANTFORD CORNER BROOK CORNWALL GRANBY-FARNHAM COWANSVILLE JOLIETTE Lac St. Jean Moncton NEW GLASGOW NIAGARA PENINSULA Oshawa ROUYN-VAL D'OR Shawinigan Sherbrooke SYDNEY-SYDNEY MINES TROIS RIVIERES VICTORIA	← Fort William ← Port Arthur ← Guelph ← Kingston ← Kitchener ← London ← Peterborough ← Saint John ← Sarnia ← Sudbury ← Timmins-Kirkland- Lake-New Liskeard	
MAJOR AGRICULTURAL AREAS (labour force 25,000- 75,000; 40 per cent or more in agriculture)	RIVIERE DU LOUP THETFORD-LAC MEGANTIC-VILLE ST. GEORGES	← CHARLOTTETOWN ← PRINCE ALBERT	← Barrie ← Brandon ← Chatham ← Lethbridge ← Moose Jaw ← North Battleford ← Red Deer ← Regina ← Saskatoon ← Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST GASPE ST. STEPHEN	← BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← DAUPHIN ← DAWSON CREEK ← Drummondville ← KAMLOOPS ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← PRINCE GEORGE- QUESNEL ← PRINCE PUPERT ← Quebec North Shore ← Rimouski ← Ste. Agathe- St. Jerome ← ST. JEAN ← SOREL ← SUMMERSIDE ← TRURO ← VICTORIAVILLE ← YARMOUTH	Beauharnois Belle. ille-Trenton Brampton Central Vancouver Island Chilliwack Cranbrook Drumheller Edmundston Fredericton Galt Goderich Grand Falls Grande Prairie Kentville Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie St. Hyacinthe St. Thomas Sault Ste. Marie Simcoe SWIFT CURRENT Trail-Nelson Valleyfield WALKERTON WEYBURN Woodstock, N.B. WOODSTOCK- TILLSONBURG	Listowel Stratford

→ The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 591 June issue.

# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> (a).....(000)	Nov. 13	7,159	- 0.3	+ 2.8
Employed.....(000)	Nov. 13	6,939	- 1.0	+ 3.4
Agriculture.....(000)	Nov. 13	523	-17.3	-10.6
Non-agriculture.....(000)	Nov. 13	6,416	+ 0.6	+ 4.8
Paid workers.....(000)	Nov. 13	5,866	- 0.2	+ 4.9
At work 35 hours or more.....(000)	Nov. 13	4,857	+23.9	- 0.5
At work less than 35 hours.....(000)	Nov. 13	1,852	-35.2	+12.1
Employed but not at work.....(000)	Nov. 13	230	- 1.3	+31.4
Unemployed.....(000)	Nov. 13	220	+28.7	-14.4
Atlantic.....(000)	Nov. 13	29	+26.1	-25.7
Quebec.....(000)	Nov. 13	93	+24.0	- 4.1
Ontario.....(000)	Nov. 13	49	+32.4	-19.7
Prairie.....(000)	Nov. 13	24	+84.6	-27.3
Pacific.....(000)	Nov. 13	25	+ 8.7	- 7.4
Without work and seeking work.....(000)	Nov. 13	204	+26.7	-16.1
On temporary layoff up to 30 days.....(000)	Nov. 13	16	+16.0	+14.3
<i>Industrial employment</i> (1949=100).....	September	143.8	- 0.1	+ 5.6
Manufacturing employment (1949=100).....	September	132.6	+ 0.5	+ 5.0
<i>Immigration</i> .....	1st	62,898	—	+22.6
Destined to the labour force.....	6 months	32,434	—	+24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	Nov.	78	-10.4	+36.8
No. of workers involved.....	Nov.	11,387	-29.2	-24.5
Duration in man days.....	Nov.	107,760	-33.3	+ 2.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	September	\$92.29	+ 1.1	+ 4.9
Average hourly earnings (mfg.).....	September	\$ 2.13	+ 1.9	+ 4.9
Average hours worked per week (mfg.).....	September	41.3	+ 0.5	- 1.0
Average weekly wages (mfg.).....	September	\$87.93	+ 2.2	+ 3.7
Consumer price index (1949=100).....	November	140.2	+ 0.6	+ 3.2
Index numbers of weekly wages in 1949 dollars (1949=100).....	September	151.3	+ 2.1	+ 1.0
Total labour income.....\$000,000.	September	2,295	+ 2.7	+10.8
<i>Industrial Production</i>				
Total (average 1949=100).....	October	242.6	+ 2.0	+ 9.5
Manufacturing.....	October	217.5	+ 3.0	+10.0
Durables.....	October	223.5	+ 4.8	+13.3
Non-durables.....	October	212.3	+ 1.4	+ 7.1
<i>New Residential Construction</i> (b)				
Starts.....	November	16,268	-19.9	+39.8
Completions.....	November	9,176	-16.0	-20.8
Under construction.....	November	98,895	+15.4	+ 7.8
<i>ERRATA</i>				
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	87	- 5.4	+45.0
No. of workers involved.....	October	16,080	-23.5	+51.8
Duration in man days.....	October	161,560	-25.2	+59.0

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

# COLLECTIVE BARGAINING REVIEW

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During December 1965, January and February 1966 (except those under negotiation in November)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Quec. ....	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Quec. ....	Service Empl. Federation (CNTU) (male empl.)
Bell Telephone Co. of Canada, Que. & Ont. ....	Traffic Empl. Assn. (Ind.)
Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Consumers Glass, Toronto, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont. ....	Auto. Wkrs. (AFL-CIO/CLC) (office empl.)
Domil Limited, Sherbrooke, Que. ....	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Dominion Textile, Drummondville, Magog, Montmorency & Sherbrooke, Que. ....	Textile Federation (CNTU)
Dominion Textile, Montreal, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Hospitals (5), Arthabaska, Drummondville & Nicolet, Que. ....	Service Empl. Federation (CNTU)
Hospitals (7), Cap de la Madeleine, Grand'Mere, LaTuque, Shawinigan & Trois Rivières, Que. ....	Service Empl. Federation (CNTU)
Hospitals (7), Granby, Sorel, St. Hyacinthe & Valleyfield, Que. ....	Service Empl. Federation (CNTU)
Hospitals (7), Lac Megantic, Magog, Sherbrooke & Windsor, Que. ....	Service Empl. Federation (CNTU)
Hospitals (11), Amos, Buckingham, Hull, LaSarre, Macamic, Maniwaki, Mont Laurier, Val d'Or, & Ville Marie, Que. ....	Service Empl. Federation (CNTU)
Hospitals (11), Chandler, Gaspé, Maria, Matane, Mont Joli, Montmagny, Notre Dame du Lac, Rimouski, Rivière du Loup & Ste. Anne des Monts, Que. ....	Service Empl. Federation (CNTU)
Hospitals (17), Cartierville, Joliette, Lachine, Montreal, Repentigny, Rosemount, St. Laurent, Verdun and Ville St. Michel, Que. ....	Service Empl. Federation (CNTU) (nurses)
Hospitals (19), Cartierville, Joliette, Lachine, Montreal, St. Jerome, Verdun & Ville St. Michel, Que. ....	Service Empl. Federation (CNTU)
Kelvinator of Canada, London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que. ....	Hatters (AFL-CIO/CLC)
Moirs Limited & Moirs Sales, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que. ....	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont. ....	Northern Electric Empl. Assn. (Ind.)
North York Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Polymer Corp., Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Port Weller Dry Docks, Port Weller, Ont. ....	Boilermakers (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Saskatoon City, Sask. ....	Public Empl. (CLC) (inside & outside empl.)
Shawinigan Chemicals, Shawinigan, Que. ....	CNTU-chartered local
Soo-Security Motorways, Ont., Man., Sask. & Alta. ....	Teamsters (Ind.)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C. ....	B.C. Peace Officers (CLC)
Winnipeg Metro (Transit Dept.) Man. ....	Transit Union (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division of the Economics and Research Branch.

## Part II—Negotiations in Progress During November

(except those concluded in November)

### Bargaining

Company and Location	Union
Air Canada, system-wide .....	Air Canada Sales Empl. Assn. (Ind.)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Assn. des Marchands Détaillants, Quebec & vicinity, Que. ....	Metal Trades' Federation (CNTU) (garage empl.)
Burnaby District, B.C. ....	Public Empl. (CLC) (foremen, inside & outside empl.)
Calgary Power & Farm Electric Services, Alta. ....	Calgary Power Empl. Assn. (Ind.)
Canada Iron Foundries, Three Rivers, Que. ....	Steelworkers (AFL-CIO/CLC)
CBC, company-wide .....	Broadcast Empl. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que. ....	Metal Refining Wkrs. Union (Ind.)
CNR, CPR & other railways .....	Non-operating Railway Unions
CNR, system-wide .....	Trainmen (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que. ....	Marconi Salaried Empl. Assn. (Ind.)
CPR, system-wide .....	Trainmen (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	IBEW (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside empl.)
Edmonton City, Alta. ....	Transit Union (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man. ....	Butcher Workmen (AFL-CIO/CLC)
Hawker Siddeley Canada Ltd. (Orenda, En- gineering & Vending Divs.), Malton, Ont. ....	Machinists (AFL-CIO/CLC)
Iron Ore Co. of Canada, Nfld. & Que. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber Co., Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Montreal Locomotive Works, Longue Pointe, Que. ....	Steelworkers (AFL-CIO/CLC)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont. ....	Transit Union (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jean- ne, Que. ....	Steelworkers (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
St. Lawrence Seaway Authority .....	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Government .....	Sask. Govt. Empl. Assn. (Ind.) (classified services)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que. ....	ILA (AFL-CIO/CLC)
Standard Tube & T. I., Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont. ....	Public Empl. (CLC) (caretakers)
Vancouver City, B.C. ....	Vancouver City Hall Empl. Assn. (Ind.) (inside empl.)
Vancouver City, B.C. ....	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que. & Welland, Ont. ....	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro., Man. ....	Public Empl. (CLC)

### Conciliation Officer

Babcock-Wilcox & Goldie-McGulloch, Galt, Ont. ....	Steelworkers (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
CPA, system-wide .....	Machinists (AFL-CIO/CLC)
CBC, company-wide .....	Moving Picture Machine Operators (AFL-CIO/ CLC)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (maintenance empl.)
Commission des Ecoles Catholiques, Montreal, Que. ....	Public Service Empl. Federation (CNTU) (office empl.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que. ....	Pulp and Paper Wkrs. Federation (CNTU)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Hospitals (5), Alma, Chicoutimi, Dolbeau, Jonquiere & Roberval, Que. ....	Service Empl. Federation (CNTU)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	UE (Ind.)
Quebec Hydro-Electric Commission, Montreal & other centres ....	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Queмонт Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask. ....	CLC-chartered local & Public Empl. (CLC)
Shell Oil, Montreal, Que. ....	Shell Empl. Council (Ind.)

### Conciliation Board

Air Canada, system-wide .....	Air Line Pilots (Ind.)
B.C. Hydro & Power Authority .....	IBEW (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont. ....	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont. ....	Public Empl. (CLC) (outside empl.)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide .....	IBEW (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Northern Electric, Bramalea, Ont. ....	UE (Ind.)

### Post-Conciliation Bargaining

(No cases during November.)

### Arbitration

Edmonton City, Alta. ....	Fire Fighters (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont. ....	Public Empl. (CLC)

### Work Stoppage

(No cases during November.)

## Part III—Settlements Reached During November

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

*Bell Telephone Co. of Canada, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (clerical & associated empl.):* 1-yr. agreement covering 9,460 empl.—starting rate increases ranging from \$4.50 to \$5.75 a wk. and top rate increases ranging from \$3 to \$3.75 a wk. eff. Dec. 5, 1965; 4th wk. of vacation for vacations taken from November to April extended to empl. with 15 or more yrs. of service (formerly for empl. with 20 yrs. of service); 4 wks. vacation after 25 yrs. of service; agreement to expire Nov. 30, 1966.

*Bell Telephone Co. of Canada, Que. & Ont.—Cdn. Telephone Empl. (Ind.) (craft and services empl.):* 1-yr. agreement covering 10,940 empl.—starting rate increases up to \$4.50 a wk. and top rate increases ranging from \$5.50 to \$7.50 a wk. eff. Dec. 5, 1965; 4th wk. of vacation for vacations taken from November to April extended to empl. with 15 yrs. of service (formerly for empl. with 20 yrs. of service); 4 wks. vacation after 25 yrs. of service; agreement to expire Nov. 30, 1966.

*Cdn. Western Natural Gas & Northwestern Utilities, Alta.—Natural Gas Empl. Welfare Assn. (Ind.) & Natural Gas Empl. Benefit Assn. (Ind.):* 1-yr. agreement covering 1,000 empl.—general wage increases of 4% retroactive to Feb. 1, 1965 and 4% eff. Jan. 1, 1966; temporary empl. to receive 2 additional paid holidays making a total of 5; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for labourer Jan. 1, 1966 will be \$2.22 an hr.; agreement to expire Dec. 31, 1966.

*Calgary City, Alta.—Public Empl. (CLC) (outside empl.):* 2-yr. agreement covering 1,200 empl.—general wage increases of 9¢ an hr. retroactive to Jan. 1, 1965 and 10¢ an hr. eff. Jan. 1, 1966; rate for labourer Jan. 1, 1966 will be \$2.10 an hr.; agreement to expire Dec. 31, 1966.

*Consumers' Gas, Metro Toronto & other centres, Ont.—Chemical Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 570 empl.—general wage increases of 6% in first yr. of agreement, 6% in second yr. and 6% in third yr.; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); contributory group life insurance to be \$10,000 (formerly \$5,000); rate for labourer becomes \$2.45 an hr. in third yr.; agreement to expire July 7, 1968.

*Council of Printing Industries, Toronto, Ont.—Typographical Union (AFL-CIO/CLC):* 30-mo. agreement covering 1,200 empl.—wage increases of 12¢ an hr. eff. Nov. 12, 1965 and 12¢ an hr. eff. Dec. 5, 1966; 3 wks. vacation after 5 yrs. of service (at present after 6 yrs.) July 1, 1966; agreement to expire Nov. 30, 1967.

*Dominion Electrohome Industries, Kitchener, Ont.—National Council of Cdn. Labour (Ind):* 2-yr. agreement covering 1,250 empl.—hourly wage increases ranging from 9¢ to 11¢ for female empl. and from 10¢ to 27¢ for male empl.; 4-day paid holiday before New Year's making a total of 9; improvements in medical insurance plan; rate for janitor becomes \$1.57 an hr.; agreement to expire Oct. 11, 1967.

*Dryden Paper, Dryden, Ont.—Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 700 empl.—wage increases of 15¢ an hr. eff. Jan. 1, 1966, 4% (minimum of 10¢ an hr.) eff. Oct. 1, 1966, 10¢ an hr. eff. July 1, 1967, 3½% (minimum of 10¢ an hr.) eff. April 1, 1968 and 2¢ an hr. eff. Sept. 1, 1968; additional wage increases of 5¢ an hr. eff. Jan. 1, 1966, 5¢ an hr. eff. Jan. 1, 1967 and 5¢ an hr. eff. Jan. 1, 1968 for continuous 7-day operations; 5 wks. vacation after 25 yrs. of service (new provision) eff. Jan. 1, 1966 and 2 wks. vacation after 3 yrs. of service (at present after 5 yrs.) eff. Jan. 1, 1967; rate for labourer becomes \$2.63 an hr. Sept. 1, 1968; agreement to expire Dec. 1, 1968.

*Dupont of Canada, Shawinigan, Que.—Cellulose Wkrs. Assn. (Ind.):* 2-yr. agreement covering 500 empl.—automatic rates adjustment, based on review of base labour rates paid in Shawinigan, Que. by Cdn. Carborundum, CIL and Shawinigan Chemicals, maintained; rate for labourer becomes \$2.32 an hr.; agreement to expire Nov. 30, 1967.

*Hotel Sheraton-Mt. Royal, Montreal, Que.—Hotel Empl. (AFL-CIO/CLC):* 30-mo. agreement covering 650 empl.—wage increases varying from 2½¢ to 8½¢ an hr. eff. Dec. 1, 1965; health and medical plan improvements; agreement to expire May 31, 1968.

*Kimberly-Clark Paper, Terrace Bay, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC):* 3-yr. agreement covering 500 empl.—wage increases of 8¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. Dec. 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. eff. Dec. 1, 1966, 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967, 5¢ an hr. eff. Dec. 1, 1967 and 3¢ an hr. eff. Jan. 1, 1968; rate for labourer becomes \$2.63 an hr. Jan. 1, 1968; agreement to expire April 30, 1968.

*Marathon Corp., Marathon, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC):* 3-yr. agreement covering 510 empl.—wage increases of 15¢ an hr. retroactive to May 1, 1965, 5¢ an hr. eff. Dec. 1, 1965, 4% (minimum of 10¢ an hr.) eff. Feb. 1, 1966, 10¢ an hr. eff. Nov. 1, 1966, 5¢ an hr. eff. Dec. 1, 1966, 3½% (minimum of 10¢ an hr.) eff. Aug. 1, 1967, 5¢ an hr. eff. Dec. 1, 1967 and 3¢ an hr. eff. Jan. 1, 1968; 4 wks. vacation after 20 yrs. of service (new provision); rate for labourer becomes \$2.63 an hr. Jan. 1, 1968; agreement to expire April 30, 1968.

*Price Bros. Dolbeau, Kenogami & Shipshaw, Que.—Bush Wkrs., Farmers' Union (Ind):* 3-yr. agreement covering 1,080 empl.—increases of 35¢ a cord retroactive to April 16, 1965, 20¢ a cord eff. April 16, 1966 and 25¢ a cord eff. April 16, 1967 on piece-rates; wage increases ranging from 45¢ to 65¢ an hr. for salaried empl. over 3 yrs.; work wk. to be 50 hrs. over 5½ days (formerly 54 hrs.) in 1965 and 45 hrs. over 5 days eff. April 16, 1966; St. Jean Baptiste Day, Labour Day, Thanksgiving Day and Christmas Day to be paid holidays in 1965, New Year's Day in 1966 and Good Friday in 1967 making a total of 6 paid holidays; Christmas Eve and New Year's Eve to be unpaid holidays; 2 wks. vacation with 4% vacation pay after 3 seasons, 3 wks. vacation with 6% vacation pay after 8 seasons; compulsory union membership to be a condition of employment; minimum call in pay to be 2 hrs.; empl. in training to receive \$20 a day; rate for labourer will be \$1.78 an hr. April 16, 1967; agreement to expire April 16, 1968.

*Saskatchewan Government Telephones—Communications Wkrs. (AFL-CIO/CLC):* 2-yr. agreement covering 2,040 empl.—general wage increases of 3% (minimum of \$2.25 per wk.) retroactive to Oct. 1, 1965 and of 3% eff. Oct. 1, 1966; additional wage adjustments for craftsmen; shift period terminating after 10 p.m. for operators (formerly 6½ hrs.) to be reduced to 6 hrs.; rate for labourer becomes \$1.78 an hr. Oct. 1, 1966; agreement to expire Sept. 30, 1967.

*Saskatchewan Power Corp.—Oil Wkrs. (AFL-CIO/CLC):* 1-yr. agreement covering 2,200 empl.—general wage increase of 3% retroactive to June 1, 1965; additional classification adjustments; \$1 per day increase in weekend stand-by pay; rate for labourer becomes \$1.67 an hr.; agreement to expire May 31, 1966.

*Winnipeg City, Man.—Public Empl. (CLC):* 2-yr. agreement covering 2,550 empl.—general wage increases of 5% retroactive to April 1, 1965 and 5% eff. April 1, 1966; night shift premium for shift starting at 4 p.m. to be 13¢ an hr. (formerly 10¢); rate for labourer will be \$2.03 an hr. April 1, 1966; agreement to expire March 31, 1967.

## Restrictions on the Older American Worker

*The third in a four-part series based on a U.S. Department of Labor report on discrimination against older workers*

The last two monthly articles on this page have dealt with age discrimination, educational levels of older workers, and the effects of the pace of technological change on their employment, as revealed by the U.S. Secretary of Labor's Report to Congress on the older American worker.

The American studies also examined institutional arrangements that indirectly restrict the employment of older workers. These are the subject of this month's page. While these studies pertain to the situation in the U. S. A., they are likely to have similar application in Canada.

The Report states that a broad range of personnel programs and practices affect the employment of the older worker, although they were not developed for this purpose.

A U.S. Employment Service survey made in 1965 found that hiring policies were preponderantly set by central managements, including personnel officials. Yet in only one case in six was a positive non-discriminatory policy reported with respect to age. The practice of generalizing personnel hiring policy by arbitrary rules which ignore individual differences is itself a factor that deprives companies of talent and qualified workers of opportunity.

The Report points out that promotion-from-within policies, accepted as desirable by management and worker alike, very often restrict hiring from outside the firm to lower wage entry levels, traditionally regarded as more suitable for younger workers. Staffing to assure the "age balance" of the work force, or continuity of operation by advance designation of successors, can also restrict recruitment to low-level jobs and younger workers.

It was explained that starting the older worker at a low-level job involves not only age balance, but questions of pay. For the experienced worker, an entry job frequently means a reduction in earnings level. Resistance to such cuts in earnings has been found to limit re-employment opportunities in several case studies of displaced workers.

Some refusals to hire older workers were explained on this basis by employers co-operating in the 1965 U. S. Employment Service study; in other cases, employers were reluctant to offer jobs at pay levels they regarded as appropriate for younger workers.

Employers also expressed the view that younger workers could in general be employed at lesser rates of pay.

Another institutional arrangement which can indirectly restrict the employment of older workers is seniority systems. The Report states that seniority systems which generally protect older workers in their jobs—because of longer service, not age as such—sometimes operate to impede the employment of other older workers who have long industrial service, but are without recall rights in particular seniority units.

The explanation is that where seniority units for layoff purposes are narrow, they may result in layoffs of workers who have longer service than workers who are retained in other seniority units. While older workers are being laid off in one seniority unit, new workers may—under some collective bargaining agreements—be hired in another.

Referring to the effects of pension, health and insurance plans, the Report explains that, although such plans have improved the situation of employed workers, they have also adversely affected the hiring of unemployed older workers. It points out that, because the variety of these plans is paralleled by variety in their costs, workers hired in their late 40's will pay about \$80 a year more for the same coverage than those hired in their late 20's.

This does not necessarily mean that overall costs increase when firms follow policies of hiring older workers. Where vesting of employee pension credits is provided, the differential costs are smaller. Moreover, where benefit formulas are based largely on highest earnings or earnings during the last few years of service, the ultimate pension costs could be greater for newly hired young employees than for older ones.

It is to be hoped that in Canada the deterrent effect of pension plans on the employment of older workers will be mitigated by the portability provisions of the Canada Pension Plan which goes into effect in 1966.

*Next month's article will describe the conclusions of the U.S. Secretary of Labor's Report and its recommendations for action to eliminate arbitrary age discrimination in employment, and to adjust institutional arrangements which work to the disadvantage of older workers.*

## School for Women Executives\*

*Annual Arts of Management Conference, held in Toronto and sponsored by local Business and Professional Women's Club, attended by women in managerial posts from across Canada*

In their search for executive talent, business and industry are tentatively turning toward a hitherto almost untapped source: the female employee. The promotion of women to managerial positions is far from being a stampede—yet. But the very fact that the Toronto Business and Professional Women's Club this spring sponsored its fourth annual Arts of Management Conference, and that close to 40 employers paid out \$275 each to have women on their staff attend, is proof of a developing trend.

Delegates came from as far east as Fredericton and as far west as Winnipeg, and carried such impressive titles as comptroller, credit officer, financial analyst, personnel officer, chief librarian. They were uniformly enthusiastic about the week-long course which featured everything from production planning and marketing to "the art to differ objectively." As one Simpsons-Sears buyer and area manager put it, "The conference gave us just enough to make us hungry: I have a reading list a page long." What was the main benefit she had derived from the conference? "It pointed out my own weaknesses; now I can go and do something about them."

As for the employers, some of whom were guests at the closing session, they were confident that their money had been well spent. The T. Eaton Company, for instance, has staff development manager C. Loyst, has a vested interest in promoting to managerial positions at least some of the women who constitute 80 per cent of the staff.

Best results in the company's management training program have been achieved with women in the 30-40 age bracket, who do not use their jobs as a stop-gap between college and marriage.

Eaton's had two employees attend the conference, primarily for the sake of exposing them to a broad range of administrative skills and helping them evaluate their preconceived notions; but a valuable fringe benefit is the self-assurance which such a seminar generates in the delegates. Though the Arts of Management Conference was billed as a straight course for executives whose womanhood was purely incidental, coffee break talk still revealed that delegates were very much preoccupied with their minority position in the male world of business.

A stunning finance officer, who was hired for her fairly senior position on the basis of her educational qualifications (two years' graduate work in economics and political science) in straight competition with male candidates, feels that the civil service may be a little prone to tokenism (hiring one woman in each department to prove absence of prejudice) but that, on the whole, governments are probably more progressive in their attitude to women than business and industry.

Welfare and public health agencies were well represented, but department stores seem to confine their use of women executives mainly to those jobs which would require a considerable stretch of the imagination on the part of the average male. Even so, Eaton's waited until early this year before appointing a woman as divisional merchandiser of foundation garments and lingerie.

As for the rest of private business and industry, their representation at the conference was very slim indeed. And this may well be a pity from industry's point of view; for when the delegates to the Arts and Management Conference spent one afternoon playing an IBM business game, one group of ladies managed the simulated company so well that they ended up with a profit of \$3 million. Even male executives could do a lot worse.

### New ICFTU pamphlet

The International Confederation of Free Trade Unions has issued a pamphlet, "A Programme for Working Women," which explains its action in favour of women workers, and particularly its fight for their economic, political and social rights. The pamphlet reviews specific problems facing women workers in both the developing and the developed countries. It describes solutions proposed by the free trade union movement and by the ICFTU Women's Committee in the fields of equality of wages, employment of married women, maternity protection, vocational training and general education. An appendix to the pamphlet contains the text of the "Charter for Working Women" adopted by the 8th ICFTU World Congress, held in Amsterdam in July 1965.

The pamphlet may be obtained from the International Labour Affairs Department, Canadian Labour Congress, 100 Argyle Avenue, Ottawa 4, price 15 cents, (subject to change).

\* An article by Sonja Sinclair, published in Canadian Business, July 1965, and reprinted by permission of the author and the publisher.

# ILO Conference Will Likely Study Working Conditions of Fishermen

*Proposed new international standards on crew accommodation, vocational training and certificates of competency among conclusions adopted at the Preparatory Technical Conference*

The location, means of access, structure, and arrangement of crew accommodation in relation to other space on board ship must ensure adequate security, protection against weather and sea, and insulation from heat or cold, undue noise, and odours from other parts of the vessel.

This provision is contained in the conclusions adopted by an ILO Preparatory Technical Conference that ended in Geneva in October. Other conclusions were adopted also on the questions of vocational training and certificates of competency.

To be the basis for proposed international labour instruments, these conclusions will likely be submitted to the 50th session of the International Labour Conference in June 1966.

## Principal Producer of Food

Abbas Ammar, Deputy Director-General of the ILO, emphasized the importance of the fishing industry which, he said, had in recent years assumed great and growing importance as a principal producer of food for the rapidly-growing population of the world.

He also asserted the need for more international minimum standards in the industry because of: (1) technical and scientific developments now taking place; (2) fundamental changes in fishermen's conditions of work; and (3) the skill and training needed to enable them to handle the complex electronic equipment and highly mechanized fishing gear now being installed in fishing vessels.

Captain J. G. Hutchison, Chief, Protection Branch, Conservation and Development Service, Department of Fisheries of Canada, was unanimously elected chairman of the conference.

Attending were government, employer and worker delegates from 17 countries, and representatives of the United Nations Food and Agriculture Organization and the Inter-Governmental Maritime Consultative Organizations, as well as representatives of various non-governmental international organizations. Poland and Denmark also sent observers.

## Canadian Delegation

The Canadian delegation consisted of:

*Government Delegation*—Head of Delegation and Government Delegate was Captain

Hutchison; Government Advisers—J. A. Beesley, First Secretary, Permanent Mission of Canada to the European Office of the United Nations; M. R. Pelletier, Third Secretary and Vice Consul, Permanent Mission of Canada to the European Office of the United Nations; and Jacques Simard, Training Consultant for Primary Industries, Technical and Vocational Training Branch, Department of Labour, Ottawa.

*Employer Delegate* was R. G. Smith, President and General Manager, National Sea Products, Halifax.

*Worker Delegate* was Henry Harm, Regional Director of Organization for the Atlantic Provinces, Canadian Labour Congress.

Dr. W. F. Hampton, President, College of Fisheries, Department of Fisheries, St. John's, Nfld., was the provincial representative accompanying the delegation.

## ILO Membership Reaches 115

The number of ILO member states has risen to 115 with the admission of Zambia, Malta, Malawi, Yemen and Singapore. The last four joined this year. Zambia became a member in December 1964.

## A Workers' Education Manual

A new illustrated volume in the series of Workers' Education Manuals entitled "Labour Faces The New Age" provides basic information on the origins, structure and work of the International Labour Organization, together with detailed examples of some of its work toward improving conditions of labour and life through international action.

The first part outlines the historical background and the movement of ideas since the Industrial Revolution toward the modern concept of social justice. Two chapters bring out the salient features of the impact of the industrial and scientific revolutions on labour and social conditions.

In the second part, three chapters describe the working of the International Labour Conference, the Governing Body and the International Labour Office. A fourth chapter is devoted to the international labour standards

(Continued on page 1202)

# TEAMWORK in INDUSTRY

The Labour-Management Co-operation Service registered its 2,000-plus labour-management committee during 1965, according to K.P. DeWitt, LMCS Chief. In a year-end review for Teamwork readers, Mr. DeWitt pointed out some of the highlights of the year's activities. These included:

- more training and upgrading programs started in industries and business;

- ways and means established to carry over private pension plans and seniority rights when it becomes necessary to transfer personnel from one division or plant of a company to another;

- problems resolved relating to the integration of private and government pension plans;

- better-quality products and methods of production have become synonymous with job security and new opportunities for the workers as well as expansion for the companies, and further economic stability for Canada.

Mr. DeWitt noted: "These committee accomplishments of 1965 are tangible and direct evidence that, when labour and management are determined to operate their joint consultation process with understanding, commitment, acceptance and involvement, beneficial results for both parties are inevitable."

\* \* \*

Manitoba's soft goods industry has benefited considerably from the provincial-federal in-plant training agreement.

Greb Industries Ltd., shoe manufacturers in Winnipeg, have found this in-plant training program the answer to a critical labour shortage.

Earlier this year Greb desperately needed hand-sewers for a type of mocassin shoe. Noting the success of in-plant training in other segments of the industry, Greb asked Manitoba's Department of Industry and Commerce for assistance. The company's application went before the Provincial Co-ordinating Committee, made up of representatives from Industry and Commerce, Department of Labour, Department of Education, and the federal National Employment Service. Once approved, the provincial Department of Education requested assistance from the Federal

Department of Labour's Technical and Vocational Training (TVT) Branch.

Greb was now ready to start its training program with the provincial and federal governments sharing the cost of the instructor on a 50-50 basis. As with most companies, Greb loaned the instructor from its own staff.

Most of the trainees were recommended by the NES and all received a basic "training allowance" of 75 cents per hour, of which the company paid one half while the two governments equally shared the remaining 50 per cent. To encourage a higher grade of applicants, Greb added further to the training allowance so that its male trainees received \$1.15 an hour and its female trainees 90 cents.

The training took place right in the factory, hence the name "in-plant training," with trainees who had formerly been bricklayers, farmers, carpenters, labourers, mechanics, waiters, and housewives.

The hand-sewers course was of eight weeks' duration, but it actually took another four to six weeks for the workers to increase their production and quality. From then on they were earning an average \$90 per week.

Greb, like most other Manitoba soft goods industries, has since initiated other courses teaching all facets of the trade. In these courses, the trainees learn the four basic sections of shoe making: assemble, tack up, last up, sew. When their eight-week course is finished, the trainees are then assigned to the department where they showed the greatest efficiency.

Greb has had a labour-management committee since 1960.

According to N.J. Panchysak, Supervisor of In-Plant Training, Vocational Branch, Manitoba Department of Education, more than 80 per cent of the graduated trainees stay with their training company. So far, more than 1,000 persons have been trained within the soft goods industry.

Pointing out the revolving benefits from in-plant training, he stated: "These people have learned a new skill. They are now productive workers. The company benefits by turning out more products. The employee, because of his skill, has increased buying power which benefits the economy as a whole. So in-plant training turns out to be a sound investment for everyone."

The plan has attracted considerable interest in other Manitoba industries which are watching the soft goods industry's progress with much interest.

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Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board granted six applications for certification, ordered one representation vote and rejected one application for certification. It also denied one request under Section 61(2) of the Act for review of an earlier decision. During the month the Board received 23 applications for certification and allowed the withdrawal of six applications.

## Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed by Toronto, Hamilton and Buffalo Railway Co., Hamilton, Ont. (L.G., Nov., p. 1073). The Brotherhood of Locomotive Engineers had intervened.

2. Building Service Employees' Union, Local 298 on behalf of a unit of cleaning employees of Les Services Menagers Roy Limitée, Montreal, Que., servicing the C.B.C. Building, Montreal. (L.G., Oct., p. 931).

3. United Steelworkers of America on behalf of a unit of missile research employees employed by Pan American World Airways Inc., at Fort Churchill, Man. (L.G., Oct., p. 931).

4. United Packinghouse, Food and Allied Workers on behalf of a unit of office employees employed by Robin Hood Flour Mills Limited, at their Humberstone Plant, Port Colborne, Ont. (L.G., Nov., p. 1075).

5. Commercial Telegraphers' Union, Canadian National System, Division No. 43, on behalf of a unit of toll operators employed in Canada by the Canadian National Railway Company, Telecommunications Department. (L.G., Nov., p. 1075).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands employed by Coast Marine Towing and Salvage Ltd., West Vancouver, B. C. (L.G., Nov., p. 1075).

## Representation Vote Ordered

Syndicat National des Employés de Rod Service (C.N.T.U.), applicant, Rod Service Ltée—Ltd., Montreal, Que., respondent, and L'Association des Employés de Rod Service Ltée, intervenor (Royal Mail pick up and

delivery). The Board directed that the names of the applicant and the intervenor appear on the ballot. (L.G., Nov., p. 1075).

## Applications for Certification Rejected

Chauffeurs, Teamsters and Helpers, Local Union No. 395 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Comet Transport Limited, Winnipeg, Man., respondent. The application was rejected in respect to the employees classified as switch tractor driver, trailer mechanic, yardman and dockman for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote ordered by the Board; and also as to the highway-driver group on the grounds that, by reason of the change in the company's working system, there were no longer any highway drivers in the employ of the company, nor was there any apparent prospect thereof. (L.G., Aug., p. 732).

## Requests for Review under Section 61(2)

The Board refused a request by Alfred J. K. Penz, *et al*, for a review of the Board's decision (L.G., Nov., p. 1076) rejecting their application for revocation of certification affecting them as applicants, British Columbia Television Broadcasting System Ltd. (formerly Vantel Broadcasting Co. Ltd.), respondent; and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent.

## Applications for Certification Received

1. Oil, Chemical and Atomic Workers International Union, (Local 9-14) on behalf of a unit of janitresses and janitors employed by Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: S. Emmerson) (See item 2, Applications for Certification Withdrawn, below).

2. Union of Employees of Delson Transport on behalf of a unit of employees of Delson Transport Limited, Delson, Que. (Investigating Officer: R. L. Fournier).

3. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Canadian Tugboat Company Limited,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Vancouver, B.C. (Investigating Officer: J. D. Meredith).

4. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by C.H. Cates & Sons Ltd., North Vancouver, B.C. (Investigating Officer: J. D. Meredith).

5. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

6. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Great West Towing & Salvage Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

7. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Kingcome Navigation Company Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

8. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D.

Meredith). (See item 5, Applications for Certification Withdrawn, below).

9. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Ocean Cement Limited, New Westminster, B.C. (Investigating Officer: J. D. Meredith).

10. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Rivtow Marine Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith). (See item 6, Applications for Certification Withdrawn, below).

11. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Vancouver Tug Boat Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

12. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of truck drivers, helpers and labourers employed by Inter-City Transport Ltée., Trois-Rivieres, Que. (Investigating Officer: R. L. Fournier).

13. United Packinghouse, Food and Allied Workers, on behalf of a unit of employees of

### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Super Sweet Formula Feeds division of Robin Hood Flour Mills Limited, Milton, Ont. (Investigating Officer: S. Emmerson). (See item 4, Applications for Certification Withdrawn, below).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Ontario Northland Railway, North Bay, Ont. (Investigating Officer: S. Emmerson).

15. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of Royal Mail drivers employed by Leather Cartage Limited, Hamilton, Ont. (Investigating Officer: S. Emmerson).

16. Canadian Merchant Service Guild, Eastern Branch, on behalf of a unit of licensed engineers employed on vessels operated by Upper Lakes Shipping Ltd. and Trans-Lake Shipping Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

17. Canadian Air Line Pilots Association on behalf of a unit of pilots employed by Trans-Air Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

18. Amalgamated Transit Union, Division 1374, on behalf of a unit of employees of Canadian Coachways Ltd., Edmonton, Alta. (Investigating Officer: J. D. Meredith).

19. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed employees of Imperial Oil Limited, Vancouver, B.C., employed aboard the tankers *Imperial Vancouver* and *Imperial Nanaimo*. (Investigating Officer: J. D. Meredith).

20. International Longshoremen's Association, Local 1923, on behalf of a unit of longshoremen employed at Sault Ste. Marie by Canada Steamship Lines Limited of Montreal, Que. (Investigating Officer: S. Emmerson).

21. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of North Canada Air

Limited, Prince Albert, Sask. (Investigating Officer: C. Arthur Frey).

22. General Drivers, Warehousemen and Helpers Local Union 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by M & P Transport Ltd. of Edmonton, Alta. at its Winnipeg Terminal. (Investigating Officer: C. Arthur Frey).

23. National Harbours Board Group, Quebec, Que., Civil Service Association of Canada, on behalf of a unit of salaried personnel employed by the National Harbours Board, Quebec, Que. (Investigating Officer: R. L. Fournier).

#### **Applications for Certification Withdrawn**

1. Oil, Chemical and Atomic Workers International Union (Local 9-14), applicant, and Polymer Corporation Limited, Sarnia, Ont., respondent (L.G., Nov., p. 1075).

2. Oil, Chemical and Atomic Workers International Union, (Local 9-14), applicant, and Polymer Corporation Limited, Sarnia, Ont., respondent (See item 1, Applications for Certification Received, above).

3. Amalgamated Transit Union, Division 1374, applicant, and Canadian Coachways, Ltd., Edmonton, Alta., respondent, (L.G., Nov., p. 1075) (for subsequent application see item 18, Applications for Certification Received, above).

4. United Packinghouse, Food and Allied Workers, applicant, and Super Sweet Formula Feeds division of Robin Hood Flour Mills Limited, Milton, Ont., respondent (See item 14, Applications for Certification Received, above).

5. Canadian Merchant Service Guild, applicant, and McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C., respondent (See item 8, Applications for Certification Received, above).

6. Canadian Merchant Service Guild, applicant, and Rivtow Marine Ltd., Vancouver, B.C., respondent (See item 10, Applications for Certification Received, above).

## **Conciliation and Other Proceedings before the Minister of Labour**

### **Conciliation Officers Appointed**

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. United Grain Growers Ltd.; Saskatchewan Wheat Pool; Burrard Terminals Limited; and Pacific Elevators Limited, Vancouver, B.C., and Local 882 of the International

Union of Operating Engineers (Conciliation Officer: D. S. Tysoe).

2. Air Canada, Montreal and Canadian Air Line Pilots Association (Conciliation Officer: C. E. Poirier).

3. British Columbia Television Broadcasting System Ltd. (CHAN-TV) and National Association of Broadcast Employees and

Technicians (Conciliation Officer: D. S. Tysoe).

4. British Columbia Television Broadcasting System Ltd. (CHAN-TV) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. S. Tysoe).

5. Ottawa Valley Television Company Limited (CHOV-TV, Pembroke) and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

6. Consolidated Mining and Smelting Company of Canada Limited (Pine Point Property) and Yellowknife Miners' Union, Local 802 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

7. Denison Mines Limited, Elliot Lake, Ont. and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

8. Northern Dock and Warehouse Co. Ltd., Kitimat, B.C. and United Steelworkers of America (Conciliation Officer: D. S. Tysoe).

#### **Settlements Reported by Conciliation Officers**

1. Robin Hood Flour Mills Limited (plant employees) Humberstone Plant, and Local 416 of the United Packinghouse Food and Allied Workers (Conciliation Officer: T. B. McRae) (L.G., Nov., p. 1079).

2. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont. and Local 5980 of the United Steelworkers of America (Office and Technical Workers) (Conciliation Officer: T. B. McRae) (L.G., Aug., p. 735).

#### **Conciliation Boards Appointed**

1. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (L.G., Oct. p. 932).

2. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America (freight agreement) (L.G., Nov., p. 1079).

3. Air Canada, Montreal, and Canadian Air Line Pilots Association (see Conciliation Officers appointed, above).

#### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America (L.G., Nov., p. 1080) was fully constituted in October with the appointment of E. A. Alexander, Q.C. of Vancouver, as Chairman. Mr. Alexander was appointed by the Minister on the joint recommendation of the other two members of the Board, John G. Alley and E. M. Lawson, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian Lake Carriers Negotiating Committee and Canadian Merchant Service Guild, Inc. (L.G., Nov., p. 1080) was fully constituted in October with the appointment of Trevor R. Smith of Toronto, as Chairman. Mr. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Ross Drouin, Q.C., Quebec City and Henry G. Rhodes of Ottawa, who were previously appointed on the nomination of the companies and the union, respectively.

#### **Settlements Reached after Board Procedure**

1. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and the United Steelworkers of America (L.G., Nov., p. 1080).

2. Canadian National Railways and Canadian National Railways Police Association (L.G., Feb., p. 139).

#### **Strike Settled by Department Officers**

The Cumberland Railway Company (Sydney and Louisburg Division) and Brotherhood of Railroad Trainmen (L.G., Nov., p. 1080). A stoppage of work had occurred on September 19 and following a settlement of the matters in dispute, the employees resumed work on October 4.

# Report of Board in Dispute between

*Canadian National Hotels, Limited (Chateau Laurier)*

*and*

*Canadian Brotherhood of Railway, Transport and General Workers*

The Board of Conciliation consisting of J.W. Healy, Q.C., Company Nominee; F.K. Eady, Union Nominee, and W.H. Dickie, Chairman met with the parties in Ottawa on August 18, 19 and September 3, 1965.

The Company was represented by N.A. McLean, Labour Relations Assistant; M.F. Cranston, Manager, Chateau Laurier; B. Turner, Labour Relations Supervisor; L. Monfils, Assistant Manager, Personnel; H. Abbott, Assistant Manager, Labour Relations; J.W.G. Macdougall, Q.C., General Solicitor, CNR; G.J. Trainer, General Manager, Hotels.

Appearing for the Union were: William J. Smith, National President; L. St. Pierre, Local Chairman; A.B. Carew, Assistant Director of Research; M.K. Carson, Director, Organizing and Servicing; G. Danis, President of Local; James Grealey, General Chairman.

We are pleased to report that on September 3 a Memorandum of Agreement was reached, the details of which are:

## MEMORANDUM OF AGREEMENT

**between Canadian National Railways, Hotel Department, Chateau Laurier Hotel**

**and**

**the Canadian Brotherhood of Railway Transport and General Workers**

It is agreed, subject to ratification:

### 1. Rates of Pay

(a) Effective March 1, 1965 all existing basic rates of pay shall be increased by five cents an hour.

(b) Effective July 1, 1965 all classifications receiving a rate, which, added to the value agreed upon for room and/or meals, is less than \$1.25 will be increased to \$1.25.

(c) Effective March 1, 1966 all classifications, which to that date have not received a 10 cents an hour increase, shall receive five cents an hour or less, bringing the total hourly wage increase to 10 cents.

(d) Effective March 1, 1967 all classifications, which to that date have not received a

15 cents an hour increase, shall receive five cents an hour or less, bringing the total hourly wage increase to 15 cents.

### 2. Meals and Lodging

The value of meals and lodging referred to in the wage scale shall be assessed on the following basis: Each meal, four cents an hour; Room and meals, 16 cents an hour.

### 3. Statutory Holidays

It is agreed to grant one additional statutory holiday.

### 4. Annual Vacations

It is agreed to grant two weeks annual vacation after one year.

### 5. Hours of Service

(a) Effective October 1, 1965 all employees required to work a two or three tour split shift, shall be compensated by means of a split shift differential, amounting to 50 cents a day.

(b) Article 6.3 of the Collective Agreement shall be amended to read:

when conditions warrant, split shift assignments may be established where work is intermittent: i.e., having periods of more than one hour during a normal assignment when service would not be required. This rule may be applied only to staffs of the Chef's Department, Steward's Department, Food and Beverage Service Department, Front Office and Clerical Staff, and Bellman's Department.

(c) Article 6.6 of the Collective Agreement to be deleted in its entirety.

### 6. Part-time Employees

Article 9, "Part-time Employees" to be deleted in its entirety.

7. The Company will "buy Back" meals from employees now entitled to them with the exception of employees in Group 4—Chef's Department—and female employees in the Housekeeper's Department who occupy lodging in the hotel, at the values specified in item 2. The Company also will establish a staff

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During October, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels, Limited (Chateau Laurier Hotel, Ottawa) and the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C. of Toronto and F. K. Eady of Ottawa, nominees of the company and union, respectively.

The Board report incorporates a Memorandum of Agreement that was subsequently ratified by both parties in full settlement of the matters in dispute.

The report is reproduced here.

cafeteria type service, where all employees may purchase meals. This service will be in operation on or before January 1, 1966.

#### 8. Coverage

Employees who were in the service of the Chateau Laurier Hotel on March 1, 1965, or who were employed subsequent thereto, shall, providing they have not been dismissed from the service or left the service of their own accord prior to the date of this signing of this Agreement, be entitled to any amount of increased compensation that may be due them for time worked subsequent to February 28, 1965.

#### 9. Duration of Agreement

This Agreement supersedes all rules governing working conditions, understandings and interpretations previously in effect and is in full settlement of all the requests served on the Company by the Brotherhood on or about January 5, 1965.

9. This Agreement shall become effective March 1, 1965, and shall remain in full force and effect to and including February 29, 1968, and thereafter, subject to 120 days' notice in writing from either party, thereto, of its desire to revise, amend or terminate it, which notice may be served any time subsequent to November 1, 1967.

Signed at Ottawa, Ontario, this 5th day of September, 1965.

*For Canadian National Railways, Hotel Department:*

M. F. Cranston, S. Chambers.

*For the Canadian Brotherhood of Railway, Transport and General Workers:*

L. St. Pierre, J. R. Grealy.

All this respectfully submitted this 11th day of September, 1965 at Toronto, Ontario.

(Sgd) W. H. Dickie,  
Chairman.

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### Labour Standards (Continued from page 1184)

#### Ontario Human Rights Code

Amendments to the Ontario Human Rights Code extended the coverage of the legislation and strengthened the fair accommodation practices provisions.

When introducing the amendments, the Minister of Labour said that a number of factors had been taken into consideration. The case load of the Human Rights Commission was analysed in order to pinpoint problem areas. Human rights legislation in six other provinces was studied, as well as the legislative provisions of 26 human rights commissions in the United States. In addition, the viewpoints of a major community deputation, consisting of representatives of religious and community welfare groups, and ethnic and labour groups, were received and their recommendations were given careful consideration.

In amending the Act, the prohibition against discrimination in connection with the occupancy of an apartment in any building containing more than six self-contained apartments, was extended to buildings with more than three self-contained dwelling units.

Discrimination in connection with the occupancy of any commercial unit on grounds of race, creed, colour, nationality, ancestry or place of origin was also prohibited. The Minister said this amendment would give the small businessman the type of protection against unjust interference with his livelihood that previously applied in the case of an employee.

The section prohibiting discrimination in public places was also amended to cover situations where, for example, one party to an inter-racial marriage is denied accommodation in a place to which the public is customarily admitted because of the race of the other party to the marriage.

Another amendment made the Code applicable to the Crown and its agencies, subject to the requirements of the Public Officers Act. The Minister said that it had always been the policy of the Government that its own employment practices should follow the spirit of the Code and this amendment would formalize this policy beyond any question.

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### Education Manual (Continued from page 1195)

(Conventions and Recommendations) formulated by the Organization and together making up what is commonly known as the International Labour Code.

The third part of the manual illustrates the work of the ILO by selecting some of its many activities for descriptive treatment: study of the social consequences of technological developments; technical co-operation with developing countries (in collaboration with

other agencies of the United Nations family); the improvement of standards relating to seafarers and river boatmen; assistance to co-operative movements; the program to integrate the Andean Indians; and the program for assisting workers' education.

The publication is available from the Queen's Printer, Ottawa, and from the International Labour Office (Canada Branch), 202 Queen Street, Ottawa, at 75¢ a copy.

# Legal Decisions Affecting Labour

*B.C. Court of Appeal upholds the quashing of Labour Relations Board's order. Quebec court upholds writ of certiorari*

In British Columbia, the Court of Appeal upheld the judgment of the B.C. Supreme Court and ruled that the general powers of the Labour Relations Board under Section 65(3) of the Labour Relations Act to vary or cancel any decision or order could not be used to substitute a different employer for one originally named in a certification order and in cease and desist orders. The Court held that the general powers under Section 65(3) could not supersede the specific powers and procedures that the Board is required to use under Sections 10 and 12 in case of certification and under Section 7 in case of unfair labour practices.

In Quebec, the two judges of the Court of Queen's Bench dismissed a petition presented by the Labour Relations Board under Section 122 of the Quebec Labour Code to annul summarily a writ of *certiorari* issued by the Superior Court cancelling a certification order on the ground of excess of jurisdiction on the part of the Board. The two judges held that their power under Section 122 should be exercised sparingly and, unless it is clear that there was no excess of jurisdiction on the part of the Board, the writ of *certiorari* should be upheld.

## British Columbia Court of Appeal . . .

**. . . upholds quashing Labour Relations Board's orders on grounds of excess of jurisdiction**

On March 23, 1965, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Sullivan of the British Columbia Supreme Court, who, in *certiorari* proceedings, quashed four orders made by the Labour Relations Board (L.G. 1964, p. 499). The Court of Appeal held that the power conferred upon the Board by Section 65(3) of the B.C. Labour Relations Act to vary or cancel any decision or order, could not be properly invoked to substitute a different employer for the one originally named in a certification order and, similarly, to substitute a different employer in certain unfair labour practice orders, particularly when the substituted employer, although a corporation under the same ownership and management as the employer originally named in the orders (which went into voluntary liquidation after the orders were made),

was not a successor employer and there was no suggestion of any sale, lease or transfer to it of any business or property.

The circumstances of the dispute, as referred to by Mr. Justice Sheppard in his reasons for judgment, were:

On October 16, 1962, Local 468 of the Bakery and Confectionery Workers' International Union of America was certified by the B.C. Labour Relations Board as a bargaining agent of Clancy's Pastries Limited, which although a separate and distinctive corporate entity, was one of the associated companies through which a parent company, White Lunch Limited, had been operating a restaurant business in and about the City of Vancouver.

On November 8, 1962, the Board issued three orders to Clancy's under unfair labour practices provisions of the Act to cease coercion and intimidation and to reinstate two named employees with compensation for lost wages.

On November 24, 1962, the shareholders of Clancy's passed a special resolution for voluntary winding up of that company and named a liquidator to distribute the company's assets among creditors and shareholders.

On February 13, 1963, the Board made four orders whereby the Board amended the certificate of October 16, 1962 by striking out Clancy's and substituting White Lunch Limited, and amended the three orders of November 8, 1962 by striking out Clancy's and substituting White Lunch Limited.

These orders of February 13, 1963, while purporting to "vary" the previous orders by substituting White Lunch Limited for Clancy's, did in substance respectively order:

(1) that White Lunch Limited cease coercion and intimidation, but that had occurred before February 13, 1963, by Clancy's Limited;

(2) that White Lunch reinstate Nielson and pay his lost wages, and

(3) that White Lunch reinstate Salmi and pay his lost wages, but these discharges or lay-offs were made by Clancy's and liabilities for wages had been incurred by Clancy's before February 13, 1963, and had been so found by the Board.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

These orders of February 13, 1963, were made under Section 65(3) of the Labour Relations Act, which subsection reads as follows:

65(3) The Board may, upon the petition of any employer, employers' organization, trade union, or other person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order, and for the purposes of the Act the certification of a trade union is a decision of the Board.

On the application for *certiorari*, Mr. Justice Sullivan quashed the orders of February 13, 1963, and from that judgment Local 468 had appealed.

On appeal, the issue before the Court was whether these four orders of the Board of February 13, 1963 were within the power to "vary" under Section 65(3).

In the opinion of Mr. Justice Sheppard, the order of February 13, 1963, amending the certification order of October 16, 1962, did not fall within the power to "vary" in Section 65(3). Section 65(3) must be read with the other sections of the statute, and it would be just as improper to give such an extended meaning to "vary" in Section 65(3) as would annul the other sections of the statute as it would be to give the other sections an extended meaning that would annul the Board's power to "vary" under Section 65(3).

The order of February 13, 1963 purporting to amend the certification by striking out Clancy's and substituting White Lunch Limited, was in substance the certification of a trade union and was, therefore, within Sections 10 and 12 of the Act. As the Legislature has dealt specifically with the power of certification under Sections 10 and 12, such power of certification is deemed not to fall within any subsequent general powers (36 Hals., 3rd ed., p. 397, para. 597), such as the power to "vary" contained in section 65(3), and it is deemed to arise only under the circumstances expressed specifically in Sections 10 and 12 of the Act: *expressio unius est exclusio alterius* (36 Hals., 3rd ed., p. 397, para. 598). Consequently, there has been no certification of employees of Clancy's as employees of White Lunch Limited and, if such certification was to be made, it must under Sections 10 and 12, the specific provisions for certification.

Also, in the opinion of Mr. Justice Sheppard, the three orders of February 13, 1963, purporting to vary the three orders of November 8, 1962, were not within the power to "vary" under Section 65(3). Under Section 7, the Legislature has specifically dealt with the power to inquire into unfair labour practices, and that power being specific, would be

deemed not to fall within the general power to "vary" in Section 65 (3), nor to arise under circumstances other than those specified in Section 7 of the Act.

Further, Mr. Justice Sheppard stated that the power to vary under Section 65 (3) does not contain the power to vary retroactively. The orders of February 13, 1963, purported to impose a liability upon White Lunch Limited for past acts and omissions of Clancy's during the past period that the Local had been certified as the bargaining agent for employees of Clancy's, who had been held by the Board to be the employer, and which could not have existed as a liability of White Lunch Limited until the orders of February 13, 1963 were made. The words of Section 65 (3) do not show an intention of the Legislature to create a retroactive operation; therefore, the orders having that effect are outside the power to "vary".

The Court distinguished the judgement of the Supreme Court of Canada in *Labour Relations Board of British Columbia et al v. Oliver Co-op Growers Exchange and Okanagan Federated Shipping Association* (L.G. 1963, p. 146) from the situation at bar on the grounds that the amending order in the above decision operated prospectively from the date it was made, and not from some preceding date; several locals, one of which was certified for the Oliver Exchange, amalgamated and that amalgamated union was given certification by an order to vary under Section 65 (3). That new amalgamated union was the successor of the certified local, and was formed to replace the old locals and was in effect their successor, performed the same functions as the fragmented union and presented a "continuity of interest, property, management, representation and personnel." There was no similar relation by succession, or otherwise, between the White Lunch Limited and Clancy's, which were each incorporated by separate letters of incorporation, although there might be what had been termed associated companies with similar shareholders and even similar management.

The union also contended that, under Section 65 (1), the finding of the Board that White Lunch Limited was the employer and Nielsen and Salmi were the employees of White Lunch Limited was conclusive.

Section 65 (1) reads, in part;

65 (1) If in any proceeding before the Board a question arises under this Act as to whether

(a) a person is an employer or employee; . . . The Board shall decide the question, and its decision shall be final and conclusive.

In Mr. Justice Sheppard's opinion, the words "any proceeding before the Board" necessarily imply that the Board is acting within the statute and within the jurisdiction conferred thereby. For example, on an application for certification within Section 12 (1), the Board may decide who the employees are and which of them are within a unit. Such finding may be conclusive within Section 65(1). But it is otherwise when the Board purports to act outside the statute or outside the powers conferred upon the Board. Then it is not acting as a Board, nor is there any proceeding before the Board within the meaning of Section 65 (1); hence the finding is not conclusive and is subject to review.

In a unanimous decision, the Court of Appeal dismissed the union's appeal and ruled that the use of Section 65 (3) of the Labour Relations Act to vary the four orders of the Board in question in the manner done was improper and beyond the jurisdiction of the Board. *Regina v. B.C. Labour Relations Board, Ex parte White Lunch Limited* (1965) 51 D.L.R. (2d), Part 1, p. 72; CCH, Canadian Labour Law Reporter, para. 14,064.

## Quebec Court of Queen's Bench . . .

### . . . judges dismiss a petition made under the Quebec Labour Code to annul writ of certiorari

On April 13, 1965, two judges of the Court of Queen's Bench dismissed a petition by the Quebec Labour Relations Board and made under Section 122 of the Quebec Labour Code to annul summarily a writ of *certiorari* issued by a judgment of the Superior Court, on the ground that the record revealed a *prima facie* case of excess of jurisdiction on the part of the Labour Relations Board.

United Steel Workers of America, Local 6617, was certified by the Quebec Labour Relations Board as a bargaining agent for the employees of Houghco Products Limited. The Company presented to the Superior Court a petition for a writ of *certiorari* to quash the certification order on the ground that the Company contested in writing the petition for certification made by the Union and requested a hearing; that the Board refused to grant the hearing and render its decision without hearing any of the evidence which the Company was prepared to offer, and thereby the Board exceeded its jurisdiction.

In conclusion, the petition asked the Court, among others, to quash the certification decision as being illegal and *ultra vires* the powers of the Board and to declare Sections 110 and 121 of the Labour Code unconstitutional and *ultra vires* of the legislative power of the Province of Quebec.

On February 24, 1965, the Superior Court ordered the issue of a writ of *certiorari* on the ground that the Company had made out a

*prima facie* case, that the rule *audi alteram partem* applies in the case of a petition for certification and that the Board's refusal to grant the hearing demanded by the Company constituted an excess of jurisdiction.

Following the decision of the Superior Court, the Quebec Labour Relations Board made a petition to the Court of Queen's Bench to annul summarily the writ of *certiorari*. The petition was made in virtue of Sections 121 and 122 of the Quebec Labour Code, reading as follows:

S. 121. No action under Article 50 of the Code of Civil Procedure or recourse by writ of prohibition, *quo warranto*, *certiorari* or injunction shall be exercised against any council of arbitration, court of arbitration, conciliation officer or the Quebec Labour Relations Board, or against any member of such bodies, on account of any act, proceeding or decision relating to the exercise of their functions.

S. 122. Two judges of the Court of Queen's Bench may annul summarily, upon petition, any writ, order or injunction issued or granted contrary to the preceding section.

In the Quebec Labour Relations Act, Section 41a provided:

Notwithstanding any legislative provision inconsistent herewith,

(a) the decisions of the Board shall be without appeal and cannot be revised by the Courts;

(b) no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members, acting in their official capacity;

(c) the provisions of Article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In the opinion of Mr. Justice Owen, who rendered the decision on appeal, there is no substantial difference in the wording of the privative clauses contained in Section 41a of the Quebec Labour Relations Act and Section 121 of the Quebec Labour Code.

There is, however, a difference of procedure in that formerly an appeal was taken, where permitted, to the full court and in the ordinary course, whereas now two judges of the Court of Queen's Bench may annul summarily upon petition any writ, order or injunction issued or granted contrary to the provision of Section 121 of the Quebec Labour Code.

Dealing with the petition at bar, Mr. Justice Owen stated that, if the petition for a writ of *certiorari* had been dismissed by the Superior Court, there would have been no appeal from

that judgment. However, the petition was allowed and the writ of *certiorari* was issued. In virtue of the provisions of Section 122 of the Quebec Labour Code, the Labour Relations Board was asking two judges of the Court of Queen's Bench to annul summarily the writ of *certiorari* on the ground that it was issued contrary to Section 121 of the Labour Code, which provides that no recourse by writ of *certiorari* shall be exercised against the Quebec Labour Relations Board or against any member thereof on account of any act, proceeding or decision relating to the exercise of their functions.

In his view, two judges should exercise the discretion given to them by Section 122 of the Code only in the event that it is clearly demonstrated that any writ, order or injunction has been issued or granted contrary to the provisions of Section 121 of the Labour Code.

Further, Mr. Justice Owen stated that there is strong authority for the proposition that, if a body such as the Quebec Labour Relations Board exceeds its jurisdiction, then privative clauses such as Section 121 of the Code do not apply.

He noted that the trial judge decided that there was a *prima facie* case for the issue of a writ of *certiorari* on the ground of excess of jurisdiction owing to the fact that the rule

*audi alteram partem* applied and was disregarded. The task of the Board was to convince the two judges hearing the petition that the record, as constituted, did not reveal a *prima facie* case of excess of jurisdiction on the part of the Board and its members.

In the opinion of Mr. Justice Owen, the power or discretion given to two judges of the Court of Queen's Bench, which has no power to hear appeals in matters of *certiorari*, should be exercised sparingly. Unless it is clear that there was no excess of jurisdiction, these two judges should not usurp the functions of the Superior Court by annulling the writ of *certiorari* which had been issued, and thereby preventing any decisions on the merits.

In his view in the situation under review, the Board did not act within its jurisdiction in granting certification. Consequently, the writ of *certiorari* was not issued contrary to the provisions of Section 121 of the Quebec Labour Code. The two judges of the Court of Queen's Bench dismissed the petition of the Labour Relations Board to annul the writ of *certiorari*.

*Commission des Relations de Travail du Quebec v. Houghco Products Limited, and United Steel Workers of America, Local 6617*, (1965) *Rapports Judiciaires B.R.*, No. 7, p. 561.

## Recent Regulations under Provincial Legislation

*Manitoba raises minimum wage rates. New Brunswick issues new industrial safety code with regulations on radiation hazards*

In Manitoba, the minimum wage for experienced employees 18 years and over was raised to 85 cents an hour in urban areas and to 80 cents in rural areas, with provision for further increases on July 1, 1966 and December 1, 1966.

A new Industrial Safety Code issued in New Brunswick included provisions governing radiation hazards.

New regulations under the Ontario Apprenticeship and Tradesmen's Qualification Act made certificates of qualification compulsory in the steamfitting, plumbing and sheet metal trades.

The Alberta Workmen's Compensation Board issued comprehensive new safety regulations for the oil and gas industry.

### Alberta Apprenticeship Act

In Alberta, the trade of a roofer was added to the list of apprenticeable trades by Alta. Reg. 524/65 gazetted September 30.

### Alberta Tradesmen's Qualification Act

The regulations under the Alberta Tradesmen's Qualification Act governing the barber trade have been re-issued with a few changes.

The regulations again provide for three types of certificates—certificates of proficiency, temporary certificates of proficiency, and apprentice certificates.

Requirements for applicants for examination for a certificate of proficiency have been changed. Applicants who hold a diploma from a recognized barber trade school may now be accepted, as well as persons who have had two years' practical experience in the trade.

At the discretion of the Department of Labour, a temporary certificate of proficiency may be issued to a person who has obtained at least four-fifths of the required pass mark on both the practical part and the written part of the examination for a certificate of proficiency. A temporary certificate of

proficiency may also be issued to an applicant who has passed the performance part of the examination.

The new regulations were gazetted as Alta. Reg. 538/65 on October 15.

### **Alberta Trade Schools Regulation Act**

The general regulations under the Alberta Trade Schools Regulation Act were amended by Alta. Reg. 527/65, gazetted on September 30.

One change is that the Minister of Industry and Development may now determine the amount of security to be deposited by the operator of a trade school upon registration. Previously, an applicant was required to post a guarantee bond of \$1,000 as security for performance of contract.

The minimum number of hours of instruction in barber schools has been raised from 1,000 hours to 1,400 hours, which is also the requirement in hairdressing and beauty culture schools.

### **Alberta Workmen's Compensation Act**

The Alberta Workmen's Compensation Board has issued comprehensive new safety regulations for the petroleum and natural gas industry. The new regulations were gazetted as Alta. Reg. 442/65 on August 14 and went into force on September 1, replacing Alta. Reg. 371/59.

The new regulations are wider in scope than the previous regulations, applying to all employers and workmen engaged in exploration, drilling, servicing, producing, storing, handling, treating and processing of petroleum and natural gas.

The regulations are in five parts. Part 1, a general section applicable to all parts of the industry, sets out the responsibilities of employers, supervisors and workmen and lays down minimum standards for equipment such as safety belts and respiratory apparatus. It also includes specific safety requirements for operations such as winching and the repair of machinery, as well as a number of housekeeping rules and general safety precautions. Some of the provisions are the same as those in the previous regulations, but others have been strengthened, in particular those dealing with safety belts, machinery and first aid. New provisions set out requirements for pipe racks and containers for flammable liquids.

Part 2, which applies to geophysical operations, sets out the safety rules to be observed with respect to shot hole drills and reel trucks.

Part 3, which is very comprehensive, applies to drilling and servicing rigs. It includes provisions setting out requirements for safety belts, hoisting lines, derrick ladders and derrick enclosures.

Part 4, an entirely new section, applies to production and plant operations. Among other provisions designed to prevent fires and explosions, this part lays down standards for gas sample containers and safety rules for truck loading and the cleaning and repair of tanks.

Part 5, which deals with the powers of inspectors, authorizes an inspector to issue orders requiring employers or supervisors to make such changes, improvements or repairs as may be necessary to remove hazards to workmen or to reduce the possibility of accident.

### **British Columbia Minimum Wage Acts**

Pupils enrolled in classes of an occupational program of studies in a public secondary school, offered in accordance with the regulations of the Department of Education and under the supervision of a local school authority, were exempted from the Male and Female Minimum Wage Acts by B.C. Reg. 176/65, gazetted on September 30.

Handicapped employees of Venture Training Centre, Vernon, and Beacon Services, New Westminster, were also exempted from these Acts by B.C. Reg. 174/65 and B.C. Reg. 175/65.

### **Manitoba Employment Standards Act**

In Manitoba, amendments to the minimum wage regulations increased minimum wage rates in three stages, to establish by December 1, 1966, a general minimum wage of \$1 an hour for experienced employees 18 years and over.

The first increase went into force on December 1, at which time the minimum wage for employees 18 years and over was increased by 10 cents to 85 cents an hour in urban areas and to 80 cents in rural areas. On July 1, 1966, the minimum is to be raised to 92½ cents an hour in urban areas and to 90 cents in rural areas. On or after December 1, 1966, the minimum payable throughout Manitoba will be \$1 an hour.

An employer who pays his employees, or any group of employees, on an incentive or piecework basis will be deemed to have complied with the regulation if at least four-fifths of such employees, other than learners or inexperienced workers, receive the equivalent of the general minimum wage.

The Minister of Labour, as before, may issue a permit allowing an employer to pay a learner at a lower rate for a specified training period.

A new feature is that a minimum rate is now set for inexperienced workers 18 years and over not covered by a Minister's permit. Such employees may now be paid 15 cents

less than the applicable minimum rate during the first three months of employment, provided they do not receive less than 75 cents an hour. In the second three months, they may be paid five cents less than the minimum wage. After six months of employment, however, the regular minimum rate applies.

The minimum for employees under 18 years remains 48 cents an hour.

None of the above provisions apply to employers who are employing persons under a training plan approved by any provincial or federal government authority or under a federal-provincial training plan.

The amendments were gazetted as Man. Reg. 102/65 on October 30.

### **New Brunswick Industrial Safety Act**

A comprehensive new Industrial Safety Code has been issued by the New Brunswick Government and went into force on May 1.

Designed to ensure the health and safety of employees, the Code applies to all workplaces in the province except private homes, places under federal jurisdiction and mines.

Ninety-six pages in length, the Code is divided into 27 sections. There is also an appendix setting out special safety rules for the logging industry.

One section on industrial health hazards includes rules respecting infra-red radiations, ultra-violet radiations and ionizing radiation.

In addition to a section that deals generally with the question of mechanical safety, there is another that sets out 40 rules with regard to machine guarding. Three other sections lay down safety requirements for hand tools, explosive-actuated tools and portable, power-operated hand tools. Another section lays down special rules for construction equipment.

A section on excavations includes a table setting out minimum recommendations for trench timbering.

Among the matters dealt with in other sections are: personal protective equipment; cylinders for compressed, liquefied and dissolved gases; scaffolds; welding and burning; and handling of explosives.

Some of the provisions of the section respecting industrial health hazards are summarized below.

#### **Industrial Health Hazards**

The Code makes it quite clear that the duration of exposure of employees to infra-red radiations is to be limited in relation to the intensity of the radiation and the nature of its source. All sources of intense infra-red radiations must be shielded as near the source as possible by heat absorbing screens, water screens or other suitable devices to prevent such radiation entering the eyes of workers not wearing goggles or eye shields.

All sources of dangerous emission of ultra-violet radiations are to be isolated so as to prevent the diffusion of ultra-violet radiations, especially those that may reach the eyes of employees. This may be done either by putting protective cabinets or screens around the sources of emission, or by placing a screen of ultra-violet absorbing glass or other material between the employees and the source of radiation.

All areas where ionizing radiation may be excessive are to be properly guarded during exposure times by suitable methods. Only properly qualified personnel may be allowed to operate radiation-producing machines or to handle radio-active material, where there is danger of such radiation being injurious to employees.

Where employees are exposed to ionizing radiation, the maximum intensity of such radiation and the maximum time of exposure are to be determined by the Chief Inspector. All employees liable to be exposed to ionizing radiations are to be tested periodically by the use of pocket films, pocket ionization chambers or other suitable monitoring methods.

### **N.B. Tradesmen's Qualifications Act**

The motor vehicle repair (mechanical) trade was brought under the New Brunswick Tradesmen's Qualifications Act, effective January 1, 1965 by Regulations 65 - 2A, gazetted October 6.

Unlicensed persons will not, however, be barred from practising the trade until January 1, 1968. The new regulations state that section 3 of the Act, which forbids an employer to employ any person who is not a registered apprentice or who does not hold a certificate of completion of apprenticeship or a certificate of qualification in a designated trade, will not apply to the motor vehicle repair trade until January 1, 1968.

### **Newfoundland Apprenticeship Act**

In Newfoundland, the beauty culture trade was brought under the Apprenticeship Act, and the first regulations for the trade were issued on September 28 and went into force on September 10.

The new regulations (Nfld. Reg. 73/65) apply throughout the province, except where the trade is designated as apprenticeable under an approved company training plan.

Candidates for apprenticeship in the beauty culture trade must be at least 16 years of age and must have completed Grade 10 or equivalent. Persons with lower educational qualifications may be accepted, however, if they were employed in the trade when the training plan was approved.

The term of apprenticeship is two years or 4,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction.

Every apprentice in the beauty culture trade is required to attend classes for 12 weeks the first year and for 8 weeks the second year.

During the first two periods, an apprentice in the beauty culture trade must be paid not less than 35 per cent of the prevailing journeyman's rate in the place of employment. This rate must be increased to 40 per cent during the third period and to 50 per cent during the fourth period. As in other trades, a period is six months or 1,000 hours actually occupied in the trade, whichever is greater. In no case may an apprentice receive less than the rate set in the current minimum wage order.

The ratio of apprentices to journeymen is one to one.

#### **Ontario Apprenticeship and Tradesmen's Qualification Act, 1964**

New regulations under the Ontario Apprenticeship and Tradesmen's Qualification Act, 1964, for the steamfitter, plumber, sheet metal worker and painter and decorator trades were gazetted as Ont. Reg. 226/65 to 229/65 on September 25.

Three trades—steamfitter, plumber, and sheet metal worker—are designated as certified trades, which means that certificates of qualification are now compulsory in these trades. As provided in the Act, a person practising any of these trades at the time of designation is allowed two years in which to qualify for a certificate.

The term of apprenticeship consists of five periods of training and instruction of 1,800 hours each in the steamfitting and plumbing trades, and four in the painter and decorator trade.

Time credits, may, however, be granted to an apprentice in the steamfitting or plumbing trade who holds a Secondary School Graduation Diploma. Such an apprentice is entitled to a credit of 450 hours in respect of the first period and to a further credit of 450 hours at the end of the first three periods if he obtains at least 75 per cent on the prescribed examination.

The sheet metal worker apprentice must complete five periods of 1,800 hours each, unless he holds a Secondary School Graduation Diploma from a sheet metal course, in which case the term of apprenticeship is shortened to five periods of 1,600 hours each.

Apprentices must be paid not less than a specified percentage of the wages paid to a journeyman employed by the same employer.

The minimum rate for apprentices in the steamfitting, plumbing and sheet metal trades is 40 per cent of the journeyman's rate during the first period of training and instruction, increasing to 50 per cent in the second, to 60 per cent in the third, to 70 per cent in the fourth, and to 80 per cent in the fifth and final period. In the painter and decorator trade, the minimum for apprentices is also 40 per cent of the journeyman's rate at first and must be increased to 50 per cent in the second period, to 60 per cent in third, and to 80 per cent in the fourth period.

The ratio of apprentices to journeymen is one to five in the steamfitter, plumber and painter and decorator trades, and one to four in the sheet metal trade.

#### **The Ontario Public Service Act, 1961-62**

Amendments to the regulations under the Ontario Public Service Act, 1961-62 excluded matters affecting civil servants in certain classifications with duties of a managerial or supervisory nature from the agenda of the Joint Council established in 1963 to carry on negotiations respecting wages and working conditions of provincial civil servants.

As a result, salaries and other conditions of employment of employees in these classifications will not be subject to negotiation by the Joint Council. The classifications are:

(1) A classification, as determined by the Civil Service Commission, in which at least 50 per cent of the civil servants are required to perform duties that include responsibility for planning, organizing and supervising the work of other employees; and that normally include responsibility for assigning duties, assessing performance, initiating promotions, salary changes and disciplinary action, establishing, demonstrating and supervising work methods and approving overtime.

(2) A classification, as determined by the Commission, at least 50 per cent of the civil servants in which are required to give advice on the requirements of departmental or government programs in respect of departmental policy, budget requirements, assignment of employees or work methods.

(3) Positions designated by the Commission in which the occupants are required to perform duties that require the use of confidential information relating to employee relations.

The new regulations were gazetted as Ont. Reg. 239/65 on October 2.

*(Continued on page 1223)*

# Monthly Report of Placement Operations of the National Employment Service

*Number of placements in October was 102,200, a decrease of 1.3 per cent from October 1964. Increases reported in all regions except Ontario, where decrease was mainly in casual placements*

Local offices of the National Employment Service reported 102,200 placements during October. This was 1.3 per cent less than in October 1964, which contained one more working day. All regions except Ontario reported more placements than in 1964, and in that region the decrease from the same month last year was mainly in casual placements.

The regional distribution of October placements and the percentage change from October 1964 were:

Atlantic .....	9,100	+7.4
Quebec .....	25,400	+0.8
Ontario .....	36,200	-7.1
Prairie .....	19,500	+1.0
Pacific .....	12,000	+3.1
Canada .....	102,200	-1.3

Regular placements (those with an anticipated duration of more than six working days, which do not involve the movement of workers from one area to another) totalled 69,100, an increase of 0.4 per cent compared with October 1964. The proportion of regular placements to total placements was 67.6 per cent, compared with 66.4 per cent in October 1964. This continued the trend that has been apparent in the past seven months of an increase in the proportion of regular placements to total placements.

The cumulative total of all placements for the period January to October 1965 was 1,029,300, an increase of 1.9 per cent over the corresponding period in 1964. This is the second highest figure for the period since 1945.

Male placements totalled 73,100, a fractional increase over October 1964. The Ontario region recorded the only decrease, which, as indicated above, was mainly concentrated in casual placements. Regional distribution of monthly and cumulative male placements, and the percentage change from 1964, were:

	October 1965	January-October 1965
Atlantic	7,000 + 8.1	53,700 + 4.8
Quebec	18,000 + 2.3	192,500 - 2.4
Ontario	25,100 - 6.6	237,500 + 2.8
Prairie	14,100 + 0.6	134,500 + 6.3
Pacific	8,900 +11.2	92,100 +14.9
Canada	73,100 + 0.2	710,300 + 3.5

Female placements totalled 29,100, a decrease of 5.0 per cent from October 1964, decreases in regular and casual placements of women being partly offset by an increase in transfers-out. The largest percentage decrease was in the Pacific region where a major contributing factor was a reduction in the number of women placed in personal service. The regional distribution of female placements, and the percentage change from 1964, were:

	October 1965	January-October 1965
Atlantic	2,100 + 5.1	22,900 +1.0
Quebec	7,400 - 2.8	73,900 -3.9
Ontario	11,100 - 8.1	118,100 +0.1
Prairie	5,500 + 1.9	55,700 +2.8
Pacific	3,100 -14.7	48,400 -7.3
Canada*	29,100 - 5.0	319,000 -1.5

Placements involving the movement of workers from one area to another totalled 6,300. This was an increase of more than 1,000 over October 1964. The proportion of such transfers to total placements increased from 5.1 per cent in October 1964 to 6.2 per cent in 1965, and was affected by movements of workers in the mining, construction and agricultural sectors. Transfers-out, by region, were:

Atlantic .....	1,100
Quebec .....	2,700
Ontario .....	1,200
Prairie .....	400
Pacific .....	900
Canada .....	6,300

Employers notified the local offices of the National Employment Service of 132,000 vacancies during October 1965, an increase of 1.2 per cent over October 1964. Vacancies for male workers totalled 92,100, an increase of 3.6 per cent compared with October 1964. Female vacancies totalled 39,900, a decrease of 4.0 per cent from October 1964. The cumulative total for the January-to-October 1965 period was 1,353,000. This was an increase of 5.1 per cent over the corresponding period in 1964, and was the highest total recorded for any comparable period since 1947.

\* Imbalances in national and regional cumulative and monthly totals are due to rounding.

# Monthly Report on Operation of the Unemployment Insurance Act

*At the end of September, claimants were 10 per cent fewer than at the end of August or at the end of September 1964. As in previous months, the reduction was mainly among males*

Claimants for unemployment insurance benefit on September 30 numbered 157,300, which was about 10 per cent fewer than the total of 172,500 on August 31 and the total of 173,600 reported on September 30 last year.

The decline in both cases was mainly in male claimants.

## Initial and Renewal Claims

There were 71,800 initial and renewal claims during September, compared with 83,900 in August and 85,800 in September 1964.

The decline in September is a reversal of the usual movement toward an increase in this month. This is partly explained by the fact that the August total of claims, although slightly lower than in July, was higher than that of August 1964. The decline in September shows that the increase in August was due to temporary circumstances.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 116,300 for September, 130,200 for August and 128,200 for September 1964.

Benefit payments totalled \$11,500,000 in September, \$12,800,000 in August and \$12,800,000 in September 1964.

The average weekly payment was \$23.55 in September, \$23.39 in August and \$23.75 in September 1964.

## Insurance Registrations

On September 30, insurance books or contribution cards had been issued to 4,698,392 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 341,586, an increase of 461 since August 31.

## Enforcement Statistics

During September, 8,208 investigations were conducted by enforcement officers across Canada. Of these, 5,440 were spot checks of claims to verify the fulfilment of statutory conditions, and 845 were miscellaneous investigations. The remaining 1,923 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 331 cases, 161 against employers and 170 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 703.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled \$32,957,684.05, compared with \$34,443,345.45 in August and \$31,798,891.53 in September 1964.

Benefits paid in September totalled \$11,501,411.94, compared with \$12,790,935.08 in August and \$12,791,963.89 in September 1964.

The balance of the Fund on September 30 was \$102,913,044.68, on August 31 it was \$81,456,772.57, and on September 30, 1964 it was \$37,833,285.54.

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\* These do not necessarily relate to the investigations conducted during this period.

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A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2514, July 28, 1965

### Summary of the Main Facts

On December 17, 1963, the claimant filed an initial application for benefit. He registered at the local office for employment as a labourer in the manufacture of rubber wares. He had worked as a liner for The Miner Rubber Company Limited at Granby, Que., from October 15, 1945, to December 18, 1963. He was paid \$80 a week. He stated that the reason for separation from this employment was "lack of work."

In his report to the local office on January 16, 1964, the claimant stated that he had received \$239.41 as holiday pay, which amount represented 6 per cent of his total earnings up to May 31, 1963. Furthermore, he received from his employer \$12.15 for Christmas Day and \$12.15 for January 1, 1964. He added that he had taken the first two weeks of his holidays during the weeks beginning July 14 and July 21, 1963, when he was informed by his employer that he would have the third week of his holidays during the week beginning on December 22, 1963.

In the summary, prepared for the board of referees, the insurance officer made a brief review of the information in the documents:

### Holidays—General Information

The new collective agreement effective July 1, 1963, will apply to the 1964 holidays. Consideration of the claims is therefore based on the collective agreement in force up to July 1st, 1963.

Employees of The Miner Rubber Co. Ltd. are entitled to one, two, three or four weeks of holidays, depending on the length of service, and their holiday pay is equal to 2 per cent, 4 per cent, 6 per cent or 8 per cent of their total earnings during a 12 month period of service beginning on June 1 of one year and ending on May 31 of the following year.

The employer paid his employees for their fourth week of holidays in May 1963, and for the others in July 1963.

Employees take their holidays at the time set by the employer.

For several years, there has been a shutdown at the plant for the holidays during the summer, and also at Christmas. The employer explained to the manager of the Granby local office that, since mass production is carried out at his plant, he has always taken advantage of the Christmas season, when formerly the number of absentees was high, to close

down the plant for a certain period of time; he also takes this opportunity to grant his employees their third and fourth weeks of holidays, in accordance with the collective agreement.

On November 26, 1963, the employer wrote to inform the local office that, for those employees who were entitled to it, the third week of holidays would be from December 23 to December 28, 1963.

The employer posted a notice in his plant on November 27, 1963. It read in part:

(1)-(a) *Shutdown Dates.* The last day of production (making, coat, press, mechanical) will be December 18, 1963. Preparation departments will close at an earlier date. Finishing departments will close after the above date, according to instructions issued by the foremen of the departments.

(b) *Exceptions.* The spreader, mill and proofing departments will close according to instruction issued separately.

(c) *Departments Which Will Remain Open.* Maintenance, stock, office janitor and watchmen will work according to instructions issued separately.

(d) *Opening Dates.* All production departments (making, coat, press, mechanical) will reopen on Wednesday, January 8, 1964. Preparation departments will reopen on Tuesday, January 7, 1964, while finishing departments will reopen according to instructions issued to each one.

(e) *Annual Holidays With Pay.* Employees entitled to three or four weeks of paid holidays for the year 1963, shall take them during the shutdown, if they have not taken them previously.

(2) *Paid Public Holidays:* Christmas Day, December 25, 1963, and New Year's Day, January 1, 1964, are paid holidays, subject to the usual conditions with regard to pay.

Employees who have not completed their probation period before December 1963, are not entitled to public holidays with pay.

The employer closed the plant for two weeks during the summer of 1963, that is the weeks of July 14 and July 21, for a general continuous holiday. At that time the employees took the first and second weeks of holidays to which they were entitled. With very few exceptions, the third week of holidays, for those who were entitled to it, was from December 23 to December 28, 1963. Employees entitled to a fourth week of holidays:

(a) either have taken one week between May and December 1963,

(b) or have worked and have received, for one particular week, their holiday pay plus their wages for that week,

(c) or must take their fourth week of holidays from December 29, 1963 to January 7, 1964.

### Contract of Service

Here is some information which may help to determine whether the contract of service was in effect during the weeks starting December 22 and December 29, 1963, for which an employee may have received his wages for a full working week, even if he was not required to work:

(1) The employer decides that an employee must take his holidays during the week of December 22, or the weeks of December 22 and December 29, 1963.

(2) An employee's seniority is increased during a period when he is absent from work; such absence may extend up to 12 months, depending upon the employee's length of service (Clause XIV, subclause 5(c) of the collective agreement).

(3) An employee's seniority increases during a holiday period.

(4) The employee remains on the payroll during each of the two weeks beginning December 22 and December 29, 1963, respectively, and the employer considers the employee as being employed during those two weeks.

(5) A pension plan is in effect at the plant. It is controlled by the Union and it belongs to the Union. The employees pay \$2.80 a week. In 1963, because of a misunderstanding, no pension plan deductions were made from holiday pay. However, \$2.80 for each week of paid holidays will be deducted from holiday pay cheques in 1964, and the paid holiday period will be included in the length of service used to determine pension benefits.

(6) There is also a 'Family Health Insurance Plan' in force at this employer's establishment. The employee must contribute to the plan through deductions for each week for which he is paid, (holidays, public holidays), but participation in the plan was voluntary for those employees who were with the company before September 1, 1959, (date on which the plan became effective), and compulsory for employees hired after that date, that is new employees and employees rehired without loss of seniority. (Clause XVII of the collective agreement). The employer has stated that all his employees, without exception, contribute to the plan.

(7) The employer states that the shutdown periods in July and December are not a 'separation', and that his employees' seniority is not adversely affected by such shutdowns.

### Hourly, Daily or Weekly Rate

The normal work week is 45 hours.

Some employees are paid by the hour, while others are on piece work. The employer pays incentive rates, that is rates of pay based on the normal time required to perform certain operations in each respective occupation, and, consequently, earnings may vary according to hourly output. (Clause 1, subclause of the collective agreement).

Overtime pay and a night work differential are also granted by the employer.

On the other hand, the pay for a public holiday is computed at the employee's normal rate for 9 hours. (Clause XI, subclause 2 of the collective agreement).

### Time Set for Holidays

(1) *Claimants entitled to three weeks of holidays.* Some of the claimants, who filed their claims, and who were entitled to a third week of holidays, but not to a fourth, have stated that they had taken their third week during a week other than the one beginning on December 22, 1963. This statement has been checked with the employer and has proved to be false, since the time set by the company for the third week of holidays in the case of all employees entitled to it was from December 22 to December 28, 1963.

(2) *Claimants entitled to four weeks of holidays.* (a) Some claimants have taken their fourth week of holidays during a week other than the one beginning December 29, 1963. That is correct. On the other hand, some other claimants have stated that their third week of holidays was not taken during another week than the one beginning on December 22, 1963; after checking with the employer it appears that the week beginning on December 22, 1963 had been designated as the third week of holidays.

(b) Some claimants did not take their fourth week of holidays but received holiday pay for this fourth week as well as the usual pay for a work week. That is the correct state of affairs.

(c) Other claimants who are entitled to a fourth week of holidays will be taking it starting December 29, 1963.

### Additional Information

In a letter dated January 21, 1964, the employer stated:

The 'Accounting and Production Calendar' is issued to inform the sales division of the probable number of production days during

the following year. It is used by the accounting division to determine on which dates each month begins and ends. This is indicated in the 'First Production Day' and 'Last Production Day' columns. It is to be noted also that the reading of the fifth column reads 'Shutdown and Public Holidays' and that, for July, it says 1 P.H. and 10 V., which proves that this schedule is not established in regard to vacations but indeed for the above-mentioned purposes.

For many years, there have been shutdowns of two weeks duration in July and of two to three weeks duration around Christmas and New Year's Day. The company takes advantage of the latter shutdown to have the employees take the holidays which they did not take in July. See Clause XII, subclause 4 of our collective agreement.

On February 7, 1964, the insurance officer advised the claimant that he was disqualified, and that benefit was suspended from December 22, 1963, for the following reasons:

You have continued to receive from your employer your usual wage for a full working week and your contract of service was still in force. As you are considered as having worked full time during each and every week when such wage was paid to you; you have failed to prove that you were unemployed within the meaning of sections 54(1) and 57(1) of the Act and of Regulation 155(5). Payment of benefit is suspended up to December 28, 1963, inclusive.

On February 27, 1964, the local branch of The United Rubber, Cork, Linoleum and Plastic Workers of America appealed to a board of referees on behalf of the claimant . . . and also on behalf of many others whose names appear on a list attached to the appeal. The union's appeal reads:

The local branch of The United Rubber, Cork, Linoleum and Plastic Workers of America wishes to appeal the decision of the Unemployment Insurance Officer in the case of those employees whose names appear on the attached list, for the following reasons:

(1) All these employees are entitled to unemployment insurance benefits for the period during which they were disqualified from the day they individually filed applications for benefits, during December 1963, at your local office in Granby.

(2) Furthermore, a unanimous decision of a board of referees, under the chairmanship of P. Ste-Marie, was given in a completely identical test case bearing number 3277 and dated April 10, 1963. In that decision, the board dismissed an appeal by an officer of your Commission regarding a case which was in every respect similar to the present one and which was concerned with the same matters of law and fact as this one.

(3) Moreover, the unanimous decision of the board of referees was appealed to the Umpire, (the Honorable John D. Kearney), not on the merits of the case itself, but on the principle involved, that is the same facts as in the present case.

(4) Honourable Justice Kearney had, on December 3, 1963, (CUB 2286), only a few days before applications for benefits were filed by the appellants, rejected the appeal, based on a question of principle, made by the Chief of the Adjudication Division of your Commission, G. I. Shearer, and had also dismissed, for all practical purposes, the latter's appeal.

We can see no serious or valid reasons for your Commission to again revert to the matter and to reject applications which have already twice been decided upon by your Commission, and especially to appeal cases on which a final decision within the meaning of the Unemployment Insurance Act has been rendered. . . .

At the end of his submission to the board of referees, the insurance officer added the following comments:

. . . The facts on record prove without the shadow of a doubt that, for a number of years, this has been the practice of this employer to close his plant for two or three weeks during the holiday season, in order to allow the employees who are entitled to them to take the remainder of their holidays. It is, therefore, reasonable to conclude that this shutdown during the holiday season is actually a general and continuous holiday within the meaning of Regulation 156(1).

Under the circumstances, even if the insurance officer had come to the conclusion that a claimant was unemployed within the meaning of Sections 54(1), 57(1) of the Act and of Regulation 155, he would have considered that the period from December 22 to December 28, 1963 was a general and continuous holiday at this factory and that the holiday pay given to this claimant should be considered as earnings allocated in accordance with Regulations 173(6).

There is also the pay which the claimant received for Christmas Day and New Year's Day that must be taken into consideration and allocated in accordance with Regulation 173(7).

Therefore, the earnings of the claimant would have been computed as follows:

Week beginning December 22, 1963, \$80.

Week beginning December 29, 1963, \$23.71.

The board of referees heard the appeal on April 15, 1964. Its decision reads:

. . . This morning, we have heard the cases of the employees of The Miner Rubber Company of Granby, who are opposed to the fact

that certain amounts of money received as holiday pay be considered as earnings for the weeks starting on December 22 and December 29, 1963, or on January 4, 1964, in certain cases.

The claimants were represented by Gérard McManus, international representative, and Philippe Duhamel, president of the local union. The Miner Rubber Company was represented by Antonio Desroches, and the Unemployment Insurance Commission by one of its officers, Miss T. Bernatchez...Two claimants were present.

We have studied the test case...in order to find out the principles involved, the facts submitted and the conclusions to be drawn in all the other cases in question, and the claims in cases similar to the test cases. It has, therefore, been agreed that all other cases submitted this morning are based on the same principle and the same facts.

### According to the Company

The employees of The Miner Rubber Company are under the jurisdiction of Local 630 of The United Rubber, Cork, Linoleum and Plastic Workers of America, which has signed a collective agreement with the company. Let us say immediately that, in the present dispute, it is the agreement in force in 1963 which prevails. The new agreement, being effective for 1964 only, does not apply to the holiday period presently at issue.

In Clause XII, subclause 4, of the collective agreement, which is reproduced in the submission, it is said:

The employees shall take their holidays at the time set for them by the company and the company shall try to schedule two weeks of such holidays during the period extending from June 1 to September 30 of each year, inasmuch as the requirements of production will allow it.

Employees entitled to more than two weeks of paid holidays (Par. (1) (c) (d) above) shall take their third and fourth weeks at a time set by the company.

In fact, always according to the collective agreement, the employees are entitled to one, two, three or four weeks of holidays to be paid at the rate of 2 per cent, 4 per cent, 6 per cent or 8 per cent of their earnings during a period of 12 months of service, starting on June 1 of one year, and ending on May 31 of the following year, depending on the length of their service. This provision is found in the submission. It comes under the heading "Annual Holidays With Pay", Clause XII, subclause (1) (a), (b), (c), (d) and (e) of the agreement.

In 1963, the company decided that the two weeks starting on July 14 and July 21, 1963 would be holiday weeks. So the factory was closed for those two weeks. There is, therefore, no problem with regard to the employees entitled only to two weeks of holidays, or less. They received their holiday pay at the start of their holiday and those amounts were allocated as earnings for those two weeks.

The problem arises in respect of those employees who were entitled to three or even four weeks of holidays.

The company, being unable to grant three or four consecutive weeks of holidays, staggered the holidays so that production would not be adversely affected. Thus, exercising its right to determine the holiday period, the company asked those employees, who were entitled to four weeks of holidays, if they were willing to take a week of paid holidays in May or June. Some of them agreed to take a week in May or June and, in fact, were paid for that week; others accepted their holiday pay but kept on working, thus receiving double pay for that particular week. Finally, another group of employees did not take advantage of this offer and their week of holidays was postponed to the end of the year.

The company compelled persons entitled to three weeks of holidays to take two weeks in July and another week at a later date. However, those employees received their holiday pay for three weeks before the July holiday. They had, in fact, one week of said holidays left, but it was to be taken later.

In November 1963, on the 27th, the company posted in the plant a notice which appears in the submission. In paragraph (a) of that notice, it is said that the last production day will be December 18, 1963. Paragraph (d) states that production will start again on January 8, 1964, or on a Wednesday.

Paragraph (e) states, under the heading "Annual Holidays With Pay", that "employees entitled to three or four weeks of paid holidays for the year 1963, shall take them during the shutdown if they have not taken them previously". Furthermore, a letter containing this information was sent to the Unemployment Insurance Commission by the company on December 20, 1963.

Thus, the holiday pay which the employees received in July 1963, has been considered as earnings, and allocated to the said weeks by the insurance officer.

Furthermore, on Christmas Day and New Year's Day 1964, the employees received, under the terms of the collective agreement, certain sums of money which have been considered as earnings for those weeks.

### According to the Claimants

It has been admitted that there has been no termination of the contract of service.

However, the plant representatives deny that the period from December to January 1964 was a holiday period, but state that, on the contrary, it was a "shutdown" period and that, consequently, the employees were out of work and were entitled to their benefits. They also state that the employees did not have to take a week of holidays, but that they could accept the holiday pay without having to stop working. Furthermore, the representatives submitted documents belonging to the company and called "Accounting and Production Calendar" to show that the July period was considered by the company as a holiday period whereas the December period was considered as a shutdown period.

To support their claim the union representatives refer to a decision rendered last year by a board of referees to show that they had won their case by a unanimous decision and that the Umpire had dismissed the Commission's appeal and upheld the decision of the board of referees.

They claim, and the company admits it, that the company has always closed the factory during the holiday season, that this was not for the purpose of granting holidays to the employees but to schedule next year's production to clean the plant, repair the machinery, etc. They claim, therefore, that it is not a holiday period, but a 'shutdown', a compulsory closing down of the plant which puts the employees out of work.

In order to answer the employees' objections, we have to refer to the collective agreement, which states that the company shall determine the holiday period. The company had decided that all employees would take two weeks of holidays in July. As for the workers, who were entitled to three or four weeks, the company offered those entitled to four weeks, a week with pay in May or June 1963, so that production would not be disorganized. This point has been explained above, and I am in favour of the company's point of view. As for the week or the two weeks remaining to the credit of employees entitled to three or four weeks, who had not taken advantage of the company's offer in May or June, the company set a period in December, as evidenced by the notice posted in the plant on November 27, 1963, in accordance with the collective agreement. It is wrong to say that an employee can, if he so wishes, keep on working during his week of holidays with pay. It is the company that controls the holidays and, if the company takes advantage of the holiday season, it is because, in the past, it was difficult to maintain normal production due to the absence of

employees. In any case, once the holiday season was over, the employees could have asked for one week of holidays, to which they were entitled, since they had not officially relinquished their right to that week for which they were paid in July. This could have created some problems. The fact that the company took advantage of that period to grant holidays to the employees who had not yet taken them, and at the same time close its doors for some other administrative reasons, does in no way change the situation for those who had to take their holidays.

Coming back to the document produced by the union's representatives, there is a simple explanation. This document, entitled "Accounting and Production Calendar", is prepared one year ahead of time and revised during the year. It is for the purpose of making known to the salesmen, more or less, precisely the production dates in the future. The fact that the company tells its salesmen that the month of July includes a 10 day holiday period, and that in December a five or six day shutdown will occur, has nothing to do with the collective agreement, and does not prove that the company will not take advantage of that period to dispose of remaining holidays. The company makes provision for the closing of the plant for several days during that period for all kinds of administrative reasons, and this is to let the salesmen know that production will be at a standstill during that time.

I emphasize the fact that the union has produced a stub from a weekly pay cheque made out to (one of the claimants) which would prove that, in July, he only received holiday pay for two weeks, not three because only \$1.28, or .64 cents a week, were supposedly deducted for protection and security insurance. What counts is the total duration of the holidays that the claimant admits having been granted. In any case, it has been recognized that the contract of service had not ceased to be in force, and this proof has not been thoroughly examined.

At this point, I want to re-examine the statement of the union representative who alleges that the principle was settled last year by a board of referees and by the Umpire. I do not have before me all the evidence submitted last year. In any case, I note that, apparently, it was proved that the claimant had received her holiday pay, but had officially renounced her holiday. This is not our case, and there is a world of difference. Even though I am not bound by the Umpire's decision in that case, I declare that the Umpire's decision had nothing to do with the merits of the case, but that he had dismissed the appeal on a technical point.

... After this detailed study of the evidence before us, and of all the documents relating to these cases, the majority of the board of referees state that all claimants concerned were not unemployed during the periods mentioned in the cases under dispute, because it is admitted that the contract of service remains in force during the full period of the holidays. Therefore, after studying the considerations and conclusions of the Umpire in decision CUB 2296, the majority of the board declare that Section 155 (5) and Regulations 172 (1) and 173 (3) are applicable, and not Regulation 172 (2) (g), since there was no separation from employment for those claimants, who were on holidays as scheduled by the company, and who had been paid previously for such holidays.

Holiday pay not previously allocated must be considered as earnings and allocated to the periods mentioned in the submission. Therefore, the majority of the board of referees, in accordance with the sections of the Act and the Regulations mentioned in the submission, uphold the officer's decision and dismiss the appeal.

This decision applies *mutatis mutandis* to each test case submitted to the board this morning and each and every claimant concerned in those different test cases and whose names appear at the end of each submission are subject to those decisions. The appeals are therefore dismissed in all cases by a majority decision.

The dissenting member of the board of referees expressed the following views:

I do not agree with the other two members of the board of referees for various reasons, including:

(a) The claimant has proved that he was unemployed from December 22 to December 28, 1963, that is during the company's shutdown period.

(b) This period is not a holiday period according to a document produced by the company and entitled "Accounting and Production Calendar"—revised April 2, 1963, which clearly indicates that the holiday period occurs in July, while the period during which the plant is closed in December is a shutdown.

According to Antonio Desroches, the company's representative who was present at the hearing, regardless of the length of the period during which the plant is closed for the holidays in July, there would still be a shutdown in December. He stated, furthermore, that, for the past 47 years, the company has closed the plant for periods varying from three days to two weeks in December.

(c) Holiday pay is given at the time of the holidays; that is to say that employees entitled to three weeks are paid for those three weeks in July; those who are entitled to four weeks

receive some holiday pay in May (4th week) and a three weeks' holiday pay in July.

(d) Unemployment Insurance Regulation 172(2) (g) states clearly that payments received at the time of a "shutdown" must, to be considered as earnings, be received within six weeks before, or six weeks after the "shutdown". Now, in the case before the board, the employees have received their holiday pay about five months before the "shutdown".

It is therefore obvious that the claimant was unemployed during the "shutdown" period and that the money he received in July as holiday pay cannot be allocated to the weeks of the "shutdown" . . .

On June 13, 1964, The United Rubber, Cork, Linoleum and Plastic Workers of America appealed to the Umpire stating that the majority decision of the board of referees was erroneous and unjustified, in fact and in law.

The insurance officer made the following comments:

1. The collective agreement governing the employment of the claimants entitles them to holidays of one, two, three or four weeks duration, depending on the length of service. For computing purposes, the holiday pay to which an employee is entitled for each week of holidays is 2 per cent of total earnings between June 1, 1962 and May 31, 1963. So 6 per cent was paid to employees entitled to three weeks and 8 per cent to those entitled to four weeks. The employer sets the period during which the holidays must be taken. He designated the weeks starting July 14, 1963, July 21, 1963 and December 22, 1963, as the first, the second, and the third weeks of holidays. The employer granted the employees entitled to a fourth week the privilege of taking that week before July, or of not taking it and simply receiving holiday pay. Those who, in December 1963, had not yet made use of their privilege, had to take their third and fourth weeks during the period set aside for this purpose by the employer, that is, during the period starting December 22, 1963. The question at issue in the present case deals with the allocation of holiday pay for the period starting on December 22, 1963.

2. The facts of the case prove clearly that the holiday pay received by the employees does not come within the exception provided for in Regulation 172(2)(g), since this holiday pay is not payable ". . . to a claimant at the time of, or after, his separation from employment or prior thereto in contemplation of the separation . . .". The money payable is subject to the following conditions: the employees must take two weeks of their holidays in July 1963, and the rest in December 1963, except that those entitled to four weeks have the privilege of working during their fourth

week of holidays. Certain claimants are entitled to less than a week of paid holidays in December 1963, and others are entitled to one week or more during that period starting on December 22, 1963.

3. The insurance officer applied Regulation 155(5) to the cases in which the claimant was receiving his usual pay for a full working week, and he stated that such a claimant could not be unemployed for each week in question starting from the week of December 22, 1963. That part of the holiday pay in excess of the usual earnings for a full working week was allocated to the following week under the terms of Regulation 173(3).

4. Holiday pay, which was less than the usual earnings of the claimant for a full working week, was allocated to the week starting on December 22, 1963, under the terms of Regulation 173(3).

5. Regulation 173(6) specifically concerns the allocation of holiday pay and would probably apply more pertinently than Regulation 173(3) in the present case. The circumstances of this case are exceptional and may not have been entirely provided for when the regulations were promulgated. However, the general principle embodied in Regulation 173 tends to allocate the earnings to the period for which they are payable. This principle seems to be expressed in previous decisions of the Umpire regarding this question (CUB 2197, CUB 2340, CUB 2498).

6. Consequently, we submit that the decision of the board of referees should be upheld.

The Umpire heard the case in Montreal, on March 30, 1965. The union making the appeal was represented by Marc Lapointe, Q.C., a Montreal lawyer, and the Commission by one of its lawyers, Y. Pigeon. Also present were: Gérard McManus, representing The United Rubber, Cork, Linoleum and Plastic Workers of America; P. Duhamel, president of local 630 of the same union; and Antonio Desroches, representing The Miner Rubber Company Ltd.

At the Umpire's request, the two counsels made a submission in writing. Mr. Pigeon's submission was received by the Umpire's office on May 3, 1965, and that of Mr. Lapointe on May 7, 1965. After reading one another's submissions, the two counsels stated, in letters dated June 8 and June 11, 1965, respectively that they had nothing to add.

### Considerations and Conclusions

I have examined the elaborate and useful notes submitted by both counsel in support of their respective contentions.

Firstly, I must say that, contrary to what had occurred in the case dealt with in Decision of the Umpire CUB-2286, the evidence

on record in this case leaves no doubt as to the accuracy of the facts on which the insurance officer and the board of referees based their decisions. Consequently, decision CUB-2286 does not afford any helpful guidance in dealing with the merit of the present case.

The evidence shows that, notwithstanding that the shutdown of the factory from December 22, 1963 entailed a separation from employment for those employees, who in July of the same year had taken all the holidays to which they were entitled, those who, like the claimant, were entitled to more than two weeks of holidays could not contend that they were not on holidays from December 22 and, therefore, according to the jurisprudence established by the Umpire in several decisions, and more particularly in CUB-1910, that their contract of service was not continuing.

For that reason, and also after taking into account the evidence on all other relevant questions at issue, I believe that there is practically nothing that can be added to, or deleted from, the considerations and conclusions on which is based the majority decision of the board of referees.

Consequently, I decide to dismiss the union's appeal.

## Decision CUB 2516, July 28, 1965

### Summary of the Main Facts

The claimant, whose case has been selected to serve as a test case in respect of two others, had worked for some years for a publishing company. On April 14, 1964, he lost his job when, after unsuccessful negotiations, his local of the International Typographical Union ordered its members at that plant out on a strike. These consisted of printers, compositors and pressmen, totalling six in all, and included the three claimants interested in this appeal.

The striking members of the local set up a picket line at the entrance to the premises, thereby causing an appreciable interruption of work. Eight persons, including the firm's two partners, remained at work.

No applications for unemployment insurance were filed by the striking employees at that time, and it was not until September 17, 1964 that the claimant and two others filed a renewal application for benefit, the remaining strikers having found employment elsewhere. The claimant indicated that he had employment of a casual nature as a compositor with another newspaper. His first day of casual employment was July 10, 1964, and his last date of such employment was September 16, 1964. Regarding his loss of employment with the latter newspaper on September 16, 1964, he explained:

I am still on the sub-board and report to work when I am called by the union. And I am also picketing . . . International Typographical Union, Local . . . I started working . . . September 1958 until April 14, 1964, and went on strike over a labour dispute. I receive strike benefits once a week of \$65.89.

In a report on a continuing claim dated September 17, 1964 and filed in the case of the other two men interested in the appeal, but not appearing in the claimant's file, the local office commented:

This man and three others are involved in a labour dispute against . . . a weekly newspaper. It commenced on April 13 and is still going on. The men are picketing six days a week, except when one of them is called to work by the other local newspaper not involved in the strike. One of the men could work at the local paper all week, but he could only receive pay for one day himself because of union regulations. In this case, the cheques are made out to the other men and they supposedly split it.

The strike . . . has been a peaceful one, and they have resumed full operations. In fact they never closed down. This man read in a Toronto newspaper on Thursday, September 17, 1964, (Page 2) that the strikers at Toronto newspapers were eligible for U.I. benefits. He feels that he should be as well.

On September 29, 1964, the local office wrote to the president of the local . . . of the union. The questions asked in the letter and the answers of the president of local . . . appear hereunder:

1. Q. Is it necessary for your members to perform picket duty to be entitled to receive strike benefits from your Union?

A. Yes.

2. Q. If, for no valid reason, a member of local . . . fails to report for picket duty, would strike benefits be cut off?

A. Yes.

3. Q. What are the present requirements in relation to picketing that is, are these people able to take part time work at any time?

A. Forty hours a week are required on picket line.

4. Q. Who determines which members will picket on any given day? And how is it determined if someone, other than yourself, establishes the pickets for the day, who should picket on any particular day?

A. Picket captain decides.

5. Q. What rate of strike benefit is paid by your union?

A. Four men are receiving \$65.89. One man receives \$47.12.

The representative claimant was interviewed at the local office on September 30, 1964 and his answers to the questions appearing in the preceding paragraph read:

1. Yes, it is necessary for us to perform picket duty.

2. Yes, it would be.

3. There is a 40-hour week required to walk picket line for each member. We are able to take part-time work in a union shop.

4. The picket captain decides. Since I am picket captain it is up to me which member walks.

5. For four members it is \$65.89, and for one member it is \$46.23.

In reply to the same letter, both the other men interested said that it was necessary to perform picket duty in order to obtain strike pay from the union.

On September 30, 1964, the regional claims officer wrote to the employer and requested the following information:

(1) How soon were you able to replace the six striking employees of local . . . ?

(2) If they were not all replaced on one specific day, would you furnish the rate of replacement on a day-to-day basis?

The employer replied on October 1, 1964 and said:

. . . In answer to question No. 1: We have so far replaced only one of the six journeymen on strike with a man of equal experience. We have acquired one newly-trained linotype operator, and two very young and very green apprentices. In essence we have replaced 66 per cent of the strikers, but not with comparably trained men . . .

We are somewhat at a loss in understanding on what basis the strikers are applying for unemployment insurance benefits. And equally at sea in attempting to determine what is meant by "versus" in the sub-head, what is meant by question No. 2, and the paragraph immediately following question No. 2.

The terms "generally", "normal conditions" and "on strength and production" (as related to 85 per cent of the pre-strike level) suggest that the Com-

mission will not be able to base a decision only on the answers to the two questions so far submitted to us.

If, as we deduce, other information will be asked for, we would appreciate knowing the formula to be used in gauging the percentage of current production. Is this done through aggregate sales? Total man-hours? Comparison to other years? As you can appreciate the adjusting of a very small plant to strike conditions is far from a normal project. May we have further clarification?

The insurance officer notified the claimant by letter dated October 9, 1964 that he was disqualified and that benefit was suspended from September 13, 1964 on the ground that he had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed. Also stated in the letter was:

There is still an appreciable interruption of work at your employer's premises, attributable to the strike and work stoppage which commenced on April 14, 1964. In these circumstances, a disqualification under the provisions of section 63 is still applicable.

In a further letter to the claimant, also dated October 9, 1964, the insurance officer stated that on the information which had been presented with respect to his application for benefit, his earnings were determined as \$65.89 a week strike pay, commencing with the week of September 13, 1964 and subsequent weeks (Regulations 172 and 173). A joint appeal by the representative claimant and the two others reads:

We, the undersigned, wish to appeal the decision of the National Employment Office in disqualifying us from unemployment insurance benefits under Section 63 on the following grounds: "Your letter states that our earnings are \$65.89 a week strike pay, but it was established at a hearing in Toronto with the striking printers in that city that strike pay cannot be classed as earnings as this money comes from union funds. Secondly, your letter stated that there was an appreciable interruption of work . . . , yet a short time ago Mr. S . . . informed four members of the . . . Labour Council that his business had increased since the start of the strike up to a point where it is up one per cent—evidence to this effect can be supplied at the hearing. . . ."

In his "submission to the board of referees", dated November 25, 1964, the insurance officer stated:

. . . (b) In the particular situation pertaining to the members of local . . . , this local has introduced the following conditions for entitlement to strike benefit. It is compulsory for

the members to perform picket duty, and the normal requirement is 40 hours a week each. For failure to do so, a member would be denied, or cut off from strike benefits. Conversely, in relation to Local 91 of the I.T.U. Toronto, who are presently on strike with the three Toronto daily newspapers, picket duty is not compulsory. Members report on a voluntary basis, and assist in the prosecution of their local's strike by either serving on a committee, volunteering for picket duty, or other work the union may have to offer. The other conditions are similar in that strike benefits would be reduced proportionately, if the number of days work received by any member is in excess of one day per week, and anyone becoming regularly employed elsewhere would be struck off the eligible list. Failure on behalf of any member of Local 91 to perform picket duty would not . . . cut them off, or cause a union member to be denied his strike benefits from the international fund at Colorado Springs.

(c) Under these circumstances, it cannot be found that there is any contract of service as far as the members of Local 91 are concerned, but we do find that a contract of service does exist in relation to the receipt of strike benefits with local . . . where it is compulsory to perform picket duty to be entitled to strike benefits. Having made the performance of picket duty compulsory to be entitled to strike benefits, they have introduced, in effect, a contract of service, and such strike benefit payments must be considered earnings as defined within benefit Regulations 172(1) and 173(3)(11).

(d) In relation to the question of the Commission's findings that there was still an appreciable interruption of work at their place of employment, we again had this point re-checked by the . . . local office. This is the result of their investigation, and identified as exhibit 12:

. . . Publishing Co. and . . . 18 Nov. 64  
Typographical Union local . . . AFL/CIO-CLC

Further to our telephone conversation of today's date, in conversation with Mr. S . . . , he advised the only way they are able to keep the paper in publication is by he and his partner working about 160 hours a week, as well as other members of staff working more than the normal 40 hours a week.

He further states this condition has prevailed ever since the dispute began, and foresees no immediate change from this pattern. Mr. S . . . further states the paper still does not have as many pages as prior to the dispute, nor does it contain as much in total lines of publication.

(e) Examination of this evidence confirms that there is still an appreciable interruption of work at this employer's premises, and that it requires emergency measures by the employer in order to publish their paper. The conditions present at this employer's premises are not what could be considered, under the circumstances, as nearly approaching normalcy. The decision factor is the amount of production which is reached after the beginning of the stoppage, and this is particularly important when regular employees in considerable numbers have been replaced by an equal or greater number of workmen of lesser efficiency. This principle is outlined in CUBs 1150 and 1788.

(f) In this particular case we have, as the employer clearly states, a situation still present where he has had to replace six skilled employees with only one journeyman of equal experience, one newly trained linotype operator, and two very young and very green apprentices. This, coupled with the excessive overtime worked by the other members of the staff, and the publishers themselves, indicates that the production at this employer's premises cannot be considered as approaching near normal as to be found such as that section 63(1)(a) would apply at this time, namely, "The termination of the stoppage of work". In the insurance officer's findings, this claimant's (and others) loss of employment was found attributable to a labour dispute and work stoppage. This claimant (and others) was one of a grade or class with a direct interest in the outcome of the dispute, and one who had participated by withholding his labour and going out on strike.

(g) The evidence submitted does not disclose any new facts that would suggest that the indefinite disqualifications under section 63 should be terminated, nor that there should be any change in the ruling establishing strike pay as earnings, within the meaning of benefit Regulations 172(1) and 173(3) (11)...

In a letter to the board of referees, dated December 4, 1964, the employer said:

Thank you for notification of the hearing. Much as we would like to attend, it is not possible to leave our plant and office so approximate to press time. We are reluctant, too, to incur further legal expenses by having our solicitor present.

With the board's permission, I would have this letter read into and be part of the exhibits of the hearing.

This strike has continued unabated since April 14 of this year. The various reports of the insurance officers reflect the history of the strike and the tenor of my statements quite well.

I would stress from the outset, that we have no intention of obstructing any legitimate claims. But, in our company's opinion, it would be a gross injustice if these claimants are able to collect benefits . . . to the deprivations of others with more valid cases . . .

The nub of this matter, on reading the exhibits, seems to resolve around the question of whether our newspaper, and printing plant, has bounced back into "normal" conditions after seven months of being strike-bound.

1. As stated in earlier correspondence (part of the report) we have new and inexperienced men [but] . . . we have adjusted to the situation by putting in enormous hours and virtually re-training ourselves from professional, university graduated newsmen, into temporary printers. These [other employees] left their jobs voluntarily; jobs they had held for upwards of seven years. They went on strike with the intention of bringing us to our knees. Their one concern was to "withhold their labour" as your report states, in the firm hope that this would bring about a settlement of their demands. It turns out that this did not work that we managed to survive and adjust . . .

. . . I would point out, in conclusion, one or two discrepancies in statements by the claimants. Both [men] have been employed in other places than indicated in the reports. [One] drove a taxi-cab for a local company for a long period and may still be so employed. The [other] has been regularly engaged for months by [another newspaper] in half-day, or more sessions. This can be affirmed by contacting [the] Editors . . . at that newspaper. This is a non-union shop, and he has been employed there, to the best of my knowledge, as recently as last week. I see nowhere in the reports any acknowledgment of these jobs, part-time or otherwise . . .

. . . We note that it is the opinion of one of the insurance officers that the duties of the picket line are tantamount to service for pay . . . they have not picketed on a Saturday for over three months. Nor do they picket any more than seven hours a day (9 a.m. to 4 p.m.), nor does any one man picket for anything like 40 hours per week . . .

The following statement was made by certain members of the . . . Labour Council and others:

"We, the undersigned, so hereby state that at a meeting during the month of July 1964, with Mr. S . . . and Mr. F . . . of the . . . Publishing Company Limited, the aforementioned Mr. S . . . stated that business was up 20 per cent since the start of the strike."

The majority decision of the board of referees, that heard the case . . . on December 14, 1964, reads in part:

The claimants . . . were present together with [their union] representatives, with whom the submissions were reviewed in detail . . . During the course of the evidence the Book of Laws of the International Typographical Union was submitted as Exhibit 14, from which was read Article 21, section 12 of the by-laws of the International Typographical Union, which states as follows:

No member of a subordinate union on strike shall be entitled to the weekly benefit unless he reports daily to the proper officer of the subordinate union while the strike continues. Any member refusing work while out on strike shall be debarred from all benefits under this law, and for each day's work performed in excess of one shift one-fourth of the members' regular strike benefits for that week shall be deducted.

Also submitted was a letter from the Unemployment Insurance Commission . . . dated 17 September, 1964 (Exhibit 15), together with an undated letter from the . . . Labour Council . . . to the effect that "Mr. S . . . stated that business was up 20 per cent since the start of the strike". Also submitted are copies of the (Newspaper) dated 3 Dec. 1964, Exhibit 17; 19 Nov. 1964, Exhibit 18; 10 Sept. 1964, Exhibit 19.

. . . The stoppage of work attributable to the labour dispute was still appreciable at this employer's premises on 13th September and subsequently, and direct reference may be made to Exhibit 19 which is dated 10 September and consists of 12 pages. It is the understanding of this board that the normal or average edition is 16 pages.

The strike pay received in the amount of \$65.89 a week constitutes earnings, within the meaning of benefit Regulations 172(1), 173(3)(11).

. . . The majority members of this board would dismiss the appeal and uphold the insurance officer's decision.

The dissenting member of the board of referees disagreed with both of these findings.

The Typographical Union, local . . . appealed to the Umpire on January 25, 1965. The appeal reads:

This appeal is made on behalf of the above-mentioned claimant and, in addition, for the following claimants who were similarly affected . . .

(a) The insurance officer and the board of referees (majority decision) erred in finding that a contract of service

existed between the claimants and the trade union of which they are members, and in so doing misconstrued Regulations 172 and 173.

(b) The insurance officer and the board of referees (majority decision) failed to make a proper assessment of the facts in connection with the application by the claimants for a declaration of a general resumption of work, since the stoppage of work had terminated within the meaning of section 63 of the Unemployment Insurance Act.

The above claimants wish to be represented before the Umpire when this appeal is heard, by A. Andras, Canadian Labour Congress, 100 Argyle Avenue, Ottawa 4, Ontario.

The oral hearing requested above was held in Ottawa, on May 7, 1965.

A. Andras of the Canadian Congress of Labour, represented the union. The Commission was represented by P. Bozowsky, one of its solicitors.

The union has prepared and submitted a list, compiled from the files of the . . . Public Library showing the number of pages contained in the newspaper for each issue from April 1963 to January 14, 1965, and showing that there was no significant variation from the pre-strike pattern of number of pages per issue. Along with that list were figures extracted from *Canadian Advertising*, the official trade paper for daily and weekly newspapers, showing the (newspaper) as having a sworn circulation of 12,500, with 8,400 paid, in November 1963, and 12,500, with 8,450 paid, in November 1964. At the end of the hearing written arguments were requested from both sides.

### Considerations and Conclusions

I have examined the written argument submitted on May 17, 1965 by J. W. Douglas, Legal Adviser of the Commission, and that submitted by A. Andras for the union, on June 14, 1965.

There are two questions for decision in this appeal:

(a) did a stoppage of work exist when the claimant made his application for benefit, and,

(b) are the "strike benefits" received by the claimant earnings within the meaning of Regulation 172(1).

It is clear from the evidence that the stoppage of work had ceased at the time the claimant made his application for benefit.

As has been stated in previous decisions, the decisive factor is the amount of production that has been reached after the beginning of a stoppage, and this is particularly important when, as in this case, the number of employees involved is very small.

The local office in its report dated September 17, 1964, stated that full production had resumed. The evidence before the board and the figures produced by the union at the hearing show that neither the size of the paper, nor the total circulation, had ever been noticeably affected by the strike.

These figures have not been disputed and in fact, the only argument that has been made by the insurance officer is that the employer is only able to maintain production by what might be called "emergency measures". In a telephone conversation of November 18, 1964, the employer said that "the only way they are able to keep the paper in publication is by he and his partner working about 160 hours a week, as well as other members of the staff working more than the normal 40 hours per week...". He further stated "the paper still does not have as many pages to it as prior to the dispute."

The latter statement is directly contradicted by the figures obtained by the union at the... Public Library. The first statement is not of much value since we are not told how much overtime the other employees are putting in, whether each of the partners works 160 hours a week (that is, 23 hours a day, seven days a week), or what their hours were prior to the strike.

No evidence has been produced to show why, five and a half months after the strike commenced, the employer must still rely on "emergency measures", why he has not been

able to make suitable arrangements for more staff if he truly wants more staff. In short, it has not been shown that these emergency measures result from the strike. Consequently that argument can be given little weight.

The Commission's legal officer has contended that the strike benefits received by the claimant were earnings within the meaning of section 172 of the Regulations, that is to say, that they were payments made pursuant to a contract of service.

It is conceivable that the union could, if its rules permitted, make a contract with a non-member to perform picket duty in return for wages. It is even conceivable that it could make such a contract with a member. The question is, did the benefits received by the claimant, and the duties performed by him, result from such a contract, or were they simply concurrent rights and obligations arising from his membership in the union.

The evidence shows that the claimant is obligated to picket when called on, and is entitled to receive strike benefits by virtue of the rules of the union of which he is a member. Further, he is entitled to strike benefits whether called on to picket or not. Conversely he may be called on to picket, whether entitled to benefits or not. The fact that he could be refused benefits if he refused to picket when called on, is a union disciplinary rule and cannot render the receipt of benefits "conditional" on performing picket duty, much less render the relationship a contract of service.

There is in fact no evidence of any contract of service between the claimant and his union existing as a relationship separate and apart from that relationship which arose when the claimant joined the union.

I consequently decide to allow the union's appeal.

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### Recent Regulations *(Continued from page 1209)*

#### **Quebec Industrial and Commercial Establishments Act**

New regulations under the Quebec Industrial and Commercial Establishments Act make it compulsory for all persons working on construction or demolition sites for public buildings, industrial establishments, as well as the excavation of trenches four feet or more in depth to wear safety helmets. Previously,

only persons working in trenches more than four feet deep were required to wear safety hats.

As before, safety hats are to be made of an approved material and are to be provided by the contractor.

The new regulations were approved by O.C. 1834 and O.C. 1930 gazetted on October 9.

## WAGE SCHEDULES

### Wage Schedules Prepared and Contracts Awarded in October

#### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 359 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 223 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 202 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation .....	1	\$ 25,087.82
Defence Production .....	118	368,311.00
Post Office .....	32	286,221.00
Transport .....	1	1,717.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The federal Government's Fair Wages and Hours of Labour legislation ensures that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made in October

During October the sum of \$2,932.44 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 83 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded in October

### ATOMIC ENERGY OF CANADA LIMITED

*Deep River Ont:* J G Fitzgerald & Sons Ltd, reroofing & insulation, hospital.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Montreal area Que:* Dominion Landscapers Construction Ltd, snow removal, Le Domaine & Pavillon Mercier; Dominion Landscapers Construction Ltd, snow removal, Place St Louis & Bellerive apts; Belgo Construction, snow removal, Blvd Pie IX apts, Terrasse Belleville, Terrasse St Michel, Villera Terrace & Anjou apts; Roger Therien, snow removal, St George Gardens & Place Gouin. *Pointe aux Trembles Que:* North State Paving Reg'd, site renovations, St George Gardens. *Ville St Laurent Que:* Laurentian Landscape Ltd, site renovations, Place Benoit. *Ottawa Ont:* V K Mason Construction Ltd, construction of housing units, site works & services, FP 4/64.

In addition, this Corporation awarded 16 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*Abitibi Indian Agency Que:* Jean Paul Labrecque, construction of houses, Amos reserve. *Caughnawaga Indian Agency Que:* Domaine Robinson Inc, alterations & additions to office, Caughnawaga reserve; La Compagnie Rosaire Clair Ltee, sewer & water extension to school area, Caughnawaga day school. *St Regis Indian Agency Que:* John Entwistle Construction Ltd, construction of additional washroom facilities, St Regis day school. *Chapleau Indian Agency Ont:* M J Sauriol, construction of road between Regan & Mobert reserves.

*Battleford Indian Agency Sask:* North-West Plumbing & Heating Ltd, supply & installation of heating boiler, Onion Lake residential school. *Crooked Lake Indian Agency Sask:* G Hahn Contracting Ltd, construction of sewage treatment lagoon, Cowessess residential school; Automatic Sprinkler Co (1964) Ltd, installation of fire sprinkler system, Cowessess residential school. *File Hills Qu'Appelle Indian Agency Sask:* Pantel Plumbing & Heating Ltd, water main extension, Pasqua reserve. *Meadow Lake Indian Agency Sask:* Patrick Construction Co Ltd, installation of water supply & sewage disposal systems, Loon Lake reserve; Cas's Plumbing & Heating Ltd, construction of oil storage facilities, Peter Pond day school. *Pelly Indian Agency Sask:* Paul M Strilaiff, construction of road, Cote reserve. *Hobbema Indian Agency Alta:* Allan Johnston, construction of road & driveways, Samson reserve.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Dartmouth N S:* Dennis Thibault, replacement of kitchen counter tops in apts. *Bouchard Que:* Sauve Construction Ltee, renovations to bldg 4, camp. *St Jean Que:* Malach Roofing & Flooring Ltd, reroofing of bldgs 107 & 108, RCAF Station. *Valcartier Que:* Pepiniere J Moraldo Engr, planting of trees & shrubs, camp; Pavage Frontenac Ltd, paving of roads, camp. *Camp Borden Ont:* Gazzola Paving Ltd, construction of asphalt sidewalks; E S Fox Ltd, replacement of steam & return lines. *Shirley Bay Ont:* Dibblee Construction Co Ltd, construction of traffic island passing lane & parking areas on entrance road & extension to roadway lighting.

*Portage la Prairie Man:* A Forsythe Coal Co Ltd, construction of water supply main, RCAF Station. *Prince Albert Sask:* Barzeale & Burkosky Ltd, paving of road for DRB. *Penhold Alta:* McCormick Electric Ltd, replacement of electrical well cables. *Ralston Alta:* Cote Sheet Metal, replacement of gas furnaces in housing units.

In addition, Defence Construction (1951) Limited awarded two contracts containing the General Fair Wages Clause.

## DEPARTMENT OF DEFENCE PRODUCTION

*Summerside P E I*: Morrison & McRae Ltd, repaving main parking lot, RCAF Station. *Bedford N S*: Tasco Sheet Metal & Roofing Co Ltd, repairs to roofing & flashings, bldgs 171-174, naval ammunition depot. *Cornwallis N S*: L W Jackson & Son, renewal of hot water storage tank in bldgs, HMCS *Cornwallis*; D J Lowe Ltd, removal of chimneys, etc, HMCS *Cornwallis*; D J Lowe Ltd, renewal of asbestos shingles on bldgs 1, 2 & 47, HMCS *Cornwallis*; L G Rawding, renewal of grass areas, HMCS *Cornwallis*. *Dartmouth N S*: Richards-Wilcox Co, supply & installation of electrically-operated door, bldg 3A, naval armament depot. *Greenwood N S*: Croft Metal Products Ltd, replacement of windows in wartime bldgs, RCAF Station; Roy V Germain Ltd, supply & installation of additional apron floodlights, etc, hangars 11, 12 & 13, RCAF Station; Municipal Spraying & Contracting Ltd, replacement of concrete curbs & gutters in married quarters area, RCAF Station; M L Wallace, reshingling of roofs, married quarters, RCAF Station.

*Halifax N S*: Allied Maintenance Services Ltd, cleaning service, HMCS *Stadacona*; Bluenose Construction Ltd, renovations to apartments in bldg 2, RCAF Station *Gorsebrook*, South st; Chase's Masonry & Steeplejack Contracting, repairs to retaining wall, HMCS *Stadacona*; C W Stone Ltd, exterior repairs & waterproofing of bldg D 59, HMC dockyard; C W Stone Ltd, repairs & waterproofing of bldgs D17 & D19, HMC dockyard. *Shearwater N S*: Webb Engineering Ltd, renewal of cold water ring main in central heating plant, RCN air station.

*Moncton N B*: A N Clarke & Son Ltd, interior painting of recreation hall, Acadia Park, supply depot 5, RCAF; Eastern Paving Ltd, resurfacing loading area south of bldg 31, supply depot 5, RCAF. *Montreal Que*: J & R Weir Ltd, repairs to boilers, works coy 4. *St Jean Que*: Messier & Frere, exterior painting of bldgs, RCAF Station. *Brockville Ont*: Glen Smith, repairs to plaster & repainting of armoury. *Camp Borden Ont*: Miller Paving Ltd, repairs to & sealing parade squares. *Centralia Ont*: Allen Electric Ltd, installation of fire alarm system in bldg 13, RCAF Station; Lavis Contracting Co Ltd, rebuilding & resurfacing of roads in married quarters area, RCAF Station.

*Clinton Ont*: Dumont Aluminum Ltd, supply & installation of storm & screen windows, bldgs 75 & 89, RCAF Station. *Galt Ont*: Kon Luksts, general maintenance repairs, armoury. *Hamilton Ont*: Toronto Building Cleaning & Tuckpointing Ltd, general repairs to bldg 4, HMCS *Star*. *Ipperwash Ont*: George Andelfinger interior painting of bldgs, camp. *Kingston Ont*: Canadian Shipbuilding & Engineering Ltd, (Kingston Shipyards Division), repairs to ventilation system, Barriefield camp. *North Bay Ont*: Steds Ltd, construction of concrete block bldg at Sage, RCAF Station; Stradwick Brown Ltd, installation of terrazzo tile floors in shower rooms, various barrack blocks, RCAF Station. *Uplands Ont*: H J McFarland Construction Co Ltd, paving of roads, RCAF Station.

*Rivers Man*: Hay Decorating Co Ltd, interior painting of barrack block 49, CJATC camp; Hay Decorating Co Ltd, interior painting of barrack block 50, CJATC camp; Hay Decorating Co Ltd, interior painting of bldg 19, CJATC camp. *Moose Jaw Sask*: Achen Construction Co Ltd, installation of primary power supply, RCAF Station. *Regina Sask*: Michael Argan Ltd, repairs to floors & tiling, armoury; Les Mair & Co, interior painting of armoury. *Comox B C*: armco Drainage & Metal Products of Canada Ltd, erection of pre-fabricated-type bldg, RCAF Station. *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, removal of timbers & raising level of rip-rap, wharf, Jericho Beach.

In addition, this Department awarded 65 contracts containing the General Fair Wages Clause.

## NATIONAL CAPITAL COMMISSION

*Ottawa Ont*: Mechron Engineering Products Ltd, installation of automatic start diesel alternator set & controls, CN/CP telecommunication bldg; Hurdman Paving Ltd, reconstruction of Elgin Street from Lisgar Street to Laurier Avenue; Menard Construction Ltd, construction of concrete arch over storm sewer, Nepean Bay, Ottawa River Parkway; Dibblee Construction Co, grading of Parkdale intersection, Ottawa River Parkway.

## NATIONAL HARBOURS BOARD

*Montreal Que*: A Payette Construction Ltee, relocation of railroad tracks, section 62-68. *Quebec Que*: Delmont Construction Ltee, construction of shed 1, Wolfe's Cove terminal. *Vancouver B C*: Tide Bay Construction Ltd, conversion of heating system, North Lynn marine properties.

## POST OFFICE DEPARTMENT

This Department awarded 15 contracts containing the General Fair Wages Clause.

### PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Cooksville Ont:* Leo Contracting Co Ltd, construction of sanitary collector sewer, Lakeshore Road to Cawthra Road; *Alcan-Colony Contracting*, construction of sanitary collector sewer, Camilla Road to Upper Middle Road. *Galt Ont:* Warden Construction Co Ltd, construction of north end trunk sanitary sewer, (stage 3), Hespeler Road from Dunbar Road to Bemova Street.

### DEPARTMENT OF PUBLIC WORKS

*Beauline East Nfld:* Power Construction Ltd, construction of wharf. *Beaumont Nfld:* Guy Eveleigh, wharf reconstruction. *Big Brook Nfld:* Gid Sacrey Ltd, construction of fishermen's wharf. *Bonavista Nfld:* Universal Pipe Line Welding Ltd, installation of water supply system. *Cape Freels Nfld:* Beaton Abbott, slipway reconstruction. *Mount Arlington Heights Nfld:* Signal Construction Ltd, construction of community stage. *Nobles Cove (Nippers Harbour) Nfld:* Gid Sacrey Ltd, reinforcing of breakwater. *Reef Harbour Nfld:* Twillingate Engineering & Construction Co Ltd, wharf repairs.

*St John's Nfld:* C C M Construction Co Ltd, harbour improvements (King's & Queen's wharf reconstruction). *Thorndale Nfld:* William A Trask Ltd, construction of wharf, canopy & shed. *Tilt Cove Nfld:* Gid Sacrey Ltd, wharf repairs. *Tors Cove Nfld:* Walter J Power, wharf repairs. *Twillingate Nfld:* Twillingate Engineering & Construction Ltd, ferry terminal improvements. *Bay Fortune Harbour P E I:* Douglas & MacEwen Construction Ltd, construction of haul-up slip.

*Ellerslie P E I:* Noye & Noye, construction of seawall. *Fishing Cove P E I:* Winnifred G Phillips, construction of protection wall. *Georgetown P E I:* Douglas Bros & Jones Inc, construction of water supply & sewage collection systems. *Miminegash Harbour P E I:* Schurman Construction Ltd, construction of steel frame skeleton bldg & truck scales, Irish moss experimental plant. *Sea Cow Pond P E I:* Northumberland Construction Ltd, construction of boat harbour. *Canso N S:* Waverley Construction Co Ltd, construction of water & sewerage systems. *Carleton Village N S:* Mosher & Rawding Ltd, wharf repairs. *Creignish N S:* Albert MacDonald, breakwater repairs.

*Dartmouth N S:* Halifax Heating & Air Conditioning Co Ltd, alterations to air conditioning of computer room, Bedford Institute of Oceanography. *East Ferry N S:* Shaw & Gidney Ltd, breakwater repairs. *Halifax N S:* J D Bremner & Son Ltd, addition of heating controls, federal bldg. *Hubbards N S:* Porter Brothers Ltd, construction of federal bldg. *King's Cove N S:* Dunn Construction Co Ltd, construction of wharf. *Rockdale N S:* Albert MacDonald & J A Campbell, breakwater repairs. *West Advocate N S:* Vernon I Lunn, breakwater repairs.

*Burnt Church N B:* Calvin Clay Williston, wharf repairs. *Campbellton N B:* Sharp Construction Co Ltd, paving. *Near Cape Tormentine N B:* Diamond Construction (1961) Ltd, construction of approach roads to Northumberland causeway. *Caraquet N B:* Comeau & Savoie Construction Co Ltd, wharf repairs; La Construction Baie Chaleur Ltd, construction of additional wharf area (ice plant). *Green Point N B:* Calvin Clay Williston Ltd, wharf repairs. *Point Sapin N B:* Aurele Gaudet, wharf repairs. *Pokesudie N B:* Edmond V Robichaud, bridge improvements. *St Thomas N B:* Leo LeBlanc, wharf extension. *Shippegan N B:* Comeau & Savoie Construction Ltd, wharf repairs.

*Acton Vale Que:* Deshaies & Raymond Inc, alterations to public bldg. *Ancienne-Lorette Que:* Ambroise Houle, alterations to post office bldg. *Gaspe Que:* Eudore McRae, interior cleaning of federal bldg. *Georgeville Que:* Charles Partington, wharf repairs. *Grenville Que:* A J Lavergne, wharf repairs. *Lac Caron (St Roch de Bellecombe) Que:* Gilles Mercier Engr, construction of launching ramp & approach improvements. *Lac Matchi (Manitou) Que:* Pierre Raymond, construction of wharf—launching ramp. *Lanoraie Que:* Fernand Dauphin, repairs to protection works. *L'Anse au Beaufils Que:* Rene Omer Coulture, harbour repairs. *Laval des Rapides Que:* Les Entreprises Alpha Cie Ltee, extension of loading platform, paving & repairs, federal bldg.

*Lennoxville Que:* Marquis & Freres Ltee, installation of laboratory in basement of administration bldg, experimental farm, Dept of Agriculture. *Louiseville Que:* Laboratoires Choisy Ltee, interior cleaning & grounds maintenance, federal bldg. *Matane Que:* Georges Tremblay, construction of protection works. *Montreal Que:* R Carmichael & Co Ltd, installation of air conditioning & related work, Dept of Public Works bldgs, 1631 Delorimier ave. *Perce Que:* Gulf Maritime Construction Ltd, wharf improvements.

*Rimouski Que:* Georges Roy, harbour repairs. *St Antoine de Tilly Que:* Bergeron & Fils Ltee, construction of protection works. *Ste Martine Que:* Bergevin Construction Inc, interior alterations & construction of retaining wall. *Three Rivers Que:* De Blois Construction Ltee, asphalt paving & concrete curbs for federal bldg. *Tracy Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *Val St Gilles (Lac Turgeon) Que:* Gabriel Lajeunesse, construction of wharf.

*Amherstburg Ont:* McQueen Marine Ltd, construction of customs reporting station. *Bayfield Ont:* Dean Construction Co Ltd, repairs to south pier. *Cardinal Ont:* Fort Construction & Equipment Ltd, construction of post office bldg. *Connaught Ont:* Nipissing Construction Co Ltd, wharf repairs. *Cornwall Ont:* John Entwistle Construction Ltd, construction of addition to school & alterations to bldg, St Regis agency. *Elliot Lake Ont:* Hill-Clark-Francis Ltd, addition to Dept of Mines & Technical Surveys bldg.

*Gravenhurst Ont:* Wilbert L Jackson, interior cleaning & maintenance of federal bldg. *Havelock Ont:* Stirling Lumber Ltd, exterior & interior alterations to post office bldg. *Hornepayne Ont:* Morin Builders Ltd, construction of post office bldg. *Juniper Island Ont:* Burprom Ltd, wharf repairs. *Kingston Ont:* R E Ferguson Ltd, replacement of electrical fixtures, UIC bldg. *Little Current Ont:* Albert Haigh, construction of wharf. *London Ont:* Chamberlain Metal Weather Strip Co Ltd, alterations & repairs to Westmount bldg, 388 Dundas Street.

*Ottawa Ont:* The G R Locker Co, installation of incinerator, central heating plant, Confederation Heights; Goldstein Bros Ltd, installation of emergency lighting system, Sir Alexander Campbell bldg, Confederation Heights; Roger Boivin Painters Ltd, exterior painting of temporary bldgs 6 & 9, Sussex Drive; O'Leary's (1956) Ltd, site development & storm sewers, Dept of Agriculture headquarters, CEF; Grover Transitubes of Canada Ltd, installation of pneumatic tube system from "A" to "B" bldg, Cartier Square; Dibblee Construction Co Ltd, base course, paving & lighting, RCMP Headquarters; Frost Steel & Wire Co Ltd, construction of security fence, RCMP Headquarters; Beaver Construction (Ontario) Ltd, installation of sanitary sewer connection, CEF; M J Lafortune Construction Ltd, alterations to food & drug laboratory, Tunney's Pasture; Atlas Building Cleaning Co, interior cleaning, etc, Connaught bldg, Sussex Drive; Canadian Ice Machine Co Ltd, installation of air conditioning units, Dept of Mines & Technical Surveys, 555 Booth Street; Beaudoin Construction Ltd, alterations to third floor, Langevin Block.

*Port Arthur Ont:* O A Ruoho, repair & extension of the made island rubble mound training wall, Nipigon river. *Richards Landing Ont:* Nipissing Construction Co Ltd, repairs & extension to wharf. *Richmond Hill Ont:* Renkay Construction Ltd, installation of conveyor belt, post office bldg. *Rocky Point Ont:* Stan Dolyny Ltd, wharf improvements. *Tecumseh Ont:* Suburban Construction (Windsor) Ltd, alterations to federal bldg. *Winnipeg Man:* Western Tools & Industries (1960) Ltd, alterations to Dept of Transport accommodation, general post office bldg.

*Regina Sask:* Conn-Mac Mechanical Contractor Ltd, installation of gymnasium & swimming pool ventilation, RCMP barracks; Roantree Plumbing & Heating Ltd, installation of postal bag dust removal system, post office; Mr Clean Building Cleaning Services Ltd, interior cleaning of taxation bldg. *Saskatoon Sask:* A L Adams Construction Ltd, alterations & improvements to entrance & vestibule, federal bldg. *Simpson Sask:* L E Fitzgerald Construction Ltd, construction of post office bldg. *Calgary Alta:* Oland Construction Co Ltd, construction of regional office, Dept of Mines & Technical Surveys.

*Jasper National Park Alta:* Mannix Co Ltd, grading, drainage, base course & bridge, mile 7.6—16.1, Jasper-Yellowhead hwy. *Lethbridge Alta:* Tollestrup Construction Co Ltd, installation of water distribution system, Dominion Experimental Farm. *Campbell River B C:* Ed Sawchuck Contracting Co Ltd, wharf repairs. *Cape Mudge B C:* Ed Sawchuck Contracting Co Ltd, float renewal. *Glacier National Park B C:* Shuswap Sand & Gravel, drainage improvements, mile 14—26. *Mount Kobau B C:* Peter Kiewit Sons Co of Canada Ltd, construction of national observatory access road for Dept of Mines & Technical Surveys.

*New Westminster B C:* Tarmac Development Co Ltd, construction of parking facilities & access road, regional headquarters, BC penitentiary. *Oliver B C:* W H Taylor Construction Ltd, construction of RCMP detachment quarters. *Port Washington B C:* Pacific Pile Driving Co Ltd, float addition. *Vancouver B C:* Allan & Viner Construction Ltd, alterations to laboratory, Dept of National Health & Welfare food & drug directorate, Custom House; J Boshard & Son Ltd, cleaning & repainting exterior of post office.

*Hay River N W T:* Silisky Construction Ltd, construction of federal bldg. *Yellowknife N W T:* O I Johnson Construction Ltd, alterations to RCMP detachment bldg. *Whitehorse Y T:* Malamute Construction Co, relocation of residential garages & replacing concrete floors & foundations, federal housing units.

In addition, this Department awarded 80 contracts containing the General Fair Wages Clause.

#### THE ST LAWRENCE SEAWAY AUTHORITY

*Caughnawaga Que:* Payette Construction Ltee, landscaping. *St Lambert Que:* Concrete Coring & Cutting Ltd, diamond drilling work, lock. *St Catharines Ont:* Frost Steel & Wire Co Ltd, supply & erection of chain link fence to enclose storage area of testing laboratories & stores bldgs, 508 Glendale Avenue, Welland Canal. *St Catharines & Thorold Ont:* Annett Chemicals Ltd, grouting of mooring galleries, locks 4 & 5, etc. *St Catharines, Thorold & Port Colborne Ont:* Court Industries Ltd, supply & installation of security screening on windows of lock machinery bldgs, Welland Canal. *Welland Ont:* Berthold Concrete Restoration Specialists, restoration of easterly & westerly counterweights of bridge 16 to original dimensions, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded two contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF TRANSPORT

*Cape Anguille Nfld:* Thompson Construction (Chemong Ltd), grading, drainage & fencing of access road to light station. *Francois Point Nfld:* Cameron Contracting Ltd, demolition of bldgs & fencing & construction of dwelling, combined fog alarm & light tower bldgs. *Pownal P E I & Scoudouc N B:* Nordbec Construction Inc, installation of diesel electric generating units & related work at Charlottetown TACAN DC-1516 & Moncton TACAN DC-1517.

*Mill Village N S:* Acadia Construction Ltd, paving of entrance road to ground station. *Dorval Que:* Societe Sanitaire Laval Ltee, garbage collection & disposal, Montreal international airport. *Atikokan Ont:* J Anderson Construction, construction of meteorological services bldg. *Kapuskasing Ont:* Champagne Electric Ltd, replacement of MI lighting, runway 17—35, etc.

*London Ont:* McLean-Peister Ltd, landscaping development, air terminal area, airport. *Malton Ont:* Bedard-Girard Ltd, installation of electrical power facilities for industrial hangar area, Toronto international airport. *Newboro Ont:* E A Crain Construction Ltd & The Alexander Fleck Ltd, mechanization of lock 36, Rideau canal. *Scarborough Ont:* Martin Brothers, conversion of meteorological field station heating system. *Sudbury Ont:* Roseboro Construction & Equipment Ltd, construction of field electrical centre bldg & related work.

*Uplands Ont:* A G Reed Ltd, renovation of electrical vault in DOT, Ottawa International Airport. *La Ronge Sask:* Amos Construction Ltd, construction of meteorological services bldg & dwellings. *Edmonton Alta:* McCormick Electric Ltd, installation of visual approach slope indicator on runway 29 & related work, international airport.

*Lethbridge Alta:* McCormick Electric Ltd, construction of air traffic control tower, access road, relocation of lighting controls, emergency power & related work, airport. *Kamloops B C:* Max Daburger Contracting Ltd, extension to air terminal bldg. *Vancouver B C:* The Foundation Co of Canada Ltd, construction of air terminal bldg, international airport.

In addition, this Department awarded 22 contracts containing the General Fair Wages Clause.

#### DEPARTMENT OF VETERANS AFFAIRS

*London Ont:* Riverside Construction Co, repairs to roads, Westminster Hospital. *Toronto Ont:* Power Cable Installation (Toronto) Ltd, installation of switchgear for high voltage distribution system, Sunnybrook Hospital. *Calgary Alta:* Poole Construction Co Ltd, sealing of windows, Colonel Belcher hospital; Demers & Chisolm Sheet Metal Ltd, installation of air conditioning equipment in operating room, Colonel Belcher Hospital.

## PRICE INDEXES

### Consumer Price Index, November 1965

The consumer price index (1949=100) for Canada at the beginning of November rose 0.6 per cent to a record 140.2 from 139.3 in October. The November index was 3.2 per cent higher than the November 1964 index of 135.9.

The increase during the month resulted mainly from a 1.8 per cent rise in the food index, although indexes for housing, clothing, health and personal care, and recreation and reading were slightly higher than in October. The tobacco and alcohol index declined fractionally; the transportation index was unchanged.

The food index increased 1.8 per cent to 138.2 from 135.7. For eggs, potatoes, tomatoes, celery, lettuce, fresh milk, beef, pork, fish, poultry, lard, margarine, coffee, canned tomatoes, peaches and pears, prices increased; for grapefruit, bananas, hamburg, bacon, lamb, veal, sugar, cake mix, powdered skim milk, onions and turnips, they decreased.

The housing index increased 0.3 per cent to 142.0 from 141.6 because of increases in both the shelter and household operations components. The shelter component rose because of increases in both rent and home-ownership costs, including property taxes and repairs. The household operation component increased slightly as prices advanced for furniture, textiles, utensils and equipment. Prices for fuel oil and household supplies declined slightly.

The clothing index rose 0.4 per cent to 123.7 from 123.2. Prices were higher for piece goods and footwear. Price movements in men's, women's and children's wear were mixed: for men's and children's wear, prices increased; for women's wear, they remained unchanged.

The transportation index was unchanged at 148.7. Price movements for automobiles were mixed, lower prices in some cities balancing higher prices in others. Scattered price increases for gasoline and motor oil were offset by seasonally lower train fares.

The health and personal care index rose 0.5 per cent to 177.9 from 177.0. Higher prices for prescriptions and other pharmaceutical items moved the health care component. The personal care component advanced because of price increases for men's haircuts, women's hairdressing and personal supplies.

The recreation and reading index moved up 0.5 per cent to 155.0 from 154.2, prices were higher for motion picture admission, skates, hockey sticks and camera film, but the reading component remained unchanged.

The tobacco and alcohol index edged down 0.2 per cent to 122.3 from 122.6; prices were lower for cigarettes but the alcohol component remained unchanged.

Group indexes in November 1964 were: food 132.0, housing 139.3, clothing 120.9, transportation 141.4, health and personal care 170.7, recreation and reading 152.3, tobacco and alcohol 121.6.

### City Consumer Price Indexes, November 1965

Consumer price indexes (1949=100) declined between September and October in seven of the ten regional cities, rose in one, and remained unchanged in two. Movements ranged from a decrease of 0.4 per cent in Ottawa to an increase of 0.3 per cent in Montreal.

Food indexes were lower in all cities, with movements ranging from 0.1 per cent in Montreal to 2.3 per cent in Ottawa. Housing indexes moved up slightly in six cities, edged down in one, and were constant in three.

Clothing indexes were higher in eight cities, lower in one and unchanged in one. Transportation indexes decreased in five cities, increased in three cities and held steady in two. Health and personal care indexes rose in all cities. Recreation and reading indexes moved up in six cities and down in four. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between September and October were: Ottawa -0.5 to 138.5; Saint John -0.4 to 137.1; Vancouver -0.4 to 135.4; Halifax -0.3 to 134.5; Toronto -0.3 to 140.8; Edmonton-Calgary -0.3 to 130.6; St. John's -0.2 to 122.9\*; Montreal +0.4 to 138.5; Winnipeg and Saskatoon-Regina remained unchanged at 135.3 and 132.2, respectively.

*Canadian farm products prices at terminal markets* (1935-39=100) rose 0.9 per cent from 234.7 to 236.9 in the three-week period ended October 22. The field products price index rose from 167.5 to 172.3. The animal products price index dropped slightly from 301.9 to 301.5.

*The price index of residential building materials* (1935-39=100) rose 0.2 per cent in October to 345.1 from 344.5 in September. On the 1949 base it rose to 151.4 from 151.1.

The price index of non-residential building materials (1949=100) edged up 0.1 per cent to 148.2 from 148.0.

\* On base June 1951=100.

### Wholesale Price Index, October 1965

The general wholesale index (1935-39=100) rose 0.4 per cent in October to 252.0 from the September index of 251.0, and was 32 per cent higher than the October 1964 index of 244.3. Six of the eight major group indexes advanced, two declined.

The animal products group index rose 1.2 per cent in October to 281.8 from the September index of 278.3, and the vegetable products group index advanced 1.1 per cent to 216.0 from 213.7. Increases of 0.2 per cent or less occurred in the following major group indexes: wood products to 333.6 from 333.1; textile products to 245.7 from 245.5; non-metallic minerals to 192.6 from 192.4; and chemical products to 201.0 from 200.7

The iron products group index declined 0.4 per cent to 266.4 from the September index of 267.4, and the non-ferrous metals products group index moved down 0.1 per cent to 219.0 from 219.2.

### U.S. Consumer Price Index, October, 1965

The United States consumer price index (1957-59=100) rose in October by 0.2 per cent to 110.4 per cent, a record high. In September the index was 110.2 per cent and a year ago it stood at 108.4.

The increase was due to an advance in all major items except food, which remained at 109.7. A drop in meat prices was seasonal and was the first decline since February, but these prices still stood 10 per cent above a year ago.

Apparel prices rose by 0.6 per cent; footwear prices by 0.9 per cent, with men's shoe prices climbing by 1.4 per cent; and new car prices rose by 1.2 per cent.

### British Index of Retail Prices, September 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 113.0 in mid-September compared with 112.9 in mid-August and 107.8 in mid-September 1964.

The food index dropped almost one-half of 1 per cent to 111.7 from 112.1 in August. Principal changes in this group were caused by reductions in the average prices of most fresh vegetables and of apples.

Charges for fuel and light rose by more than 2 per cent; transport and vehicles group was unchanged; and services rose by nearly one-half of 1 per cent principally because of a rise in the price of admission to football matches. The other six groups showed little change.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 206

### Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1964*. Ottawa, Queen's Printer, 1965. Pp. 96.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages and Hours, Primary Textiles Industry, 1963. Salaires et heures, industrie textile primaire, 1963*. Ottawa, Queen's Printer, 1965. Pp. 14. Text in English and French.

### Business

3. CONFERENCE ON THE COMMUNICATION OF SCIENTIFIC AND TECHNICAL KNOWLEDGE TO INDUSTRY, STOCKHOLM, 1963. [*Proceedings*. Paris] Organization for Economic Cooperation and Development [1965] Pp. 188.

Representatives of industry, the press and the scientific world discussed scientific and technical communication in the business firm.

4. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Setting up Your Company's Technical Information Service. (With Thirteen Case Studies)*. Paris, 1965. Pp. 59.

Partial Contents: Why a Company Library? The Information Officer and the Cost of the Information Service. Inter-Firm Information Service Co-operation. Functions and Activities of the Company Information Service. Sources of Information. Setting up and operating the Information Service.

## Collective Bargaining

5. CHAMBERLAIN, NEIL W. *Collective Bargaining* [by] Neil W. Chamberlain [and] James W. Kuhn. 2d ed. New York, McGraw-Hill, 1965. Pp. 451.

An examination of collective bargaining and all its aspects in the United States. Partial Contents: The Negotiation Process. The Subject Matter of Collective Bargaining. Grievance Procedures. Bargaining Power. The Bargaining Unit. The Law of Collective Bargaining. Strikes and Collective Bargaining.

6. QUINET, FELIX. *L'étude des conventions collectives au Canada; une série de cinq exposés présentés par Félix Quinet, chef, Services des conventions collectives, Direction de l'économie et des recherches, Ministère du travail, Canada*. Ottawa, [Canada Ministère du travail] 1965. Pp. 67.

"Les exposés présentés ici, à l'exception du dernier, ont déjà été publiés dans *Relations industrielles*, revue trimestrielle du Département des relations industrielles de l'Université Laval à Québec." Le titre en anglais: The study of collective agreements in Canada . . .

7. QUINET, FELIX. *The Study of Collective Agreements in Canada; a Series of Five Papers presented by Felix Quinet, Head, Collective Bargaining Section, Economics and Research Branch, Department of Labour, Canada*. Ottawa [Canada Dept. of Labour] 1965. Pp. 60.

"The papers presented here, with the exception of the last one, have already been published in *Relations industrielles—Industrial Relations*, the quarterly journal of the Department of Industrial Relations at Laval University, Quebec."

Title in French: "L'étude des conventions collectives au Canada . . ."

Contents: The Analysis of Collective Agreements: Methodological Aspects. Study of Collective Agreements Effective in Canadian Manufacturing Industries in 1962. Comments on the Results of a Study of Collective Agreements (covering a total of 275,000 employees) in Force in Canadian Manufacturing Industries (1962). Implications of Technological Change for the Role of Statistics and Research in Collective Bargaining and Industrial Relations. Technological Change and Collective Agreements.

8. RAO, AJJAROPU VENKATA RAMAN. *Collective Bargaining versus Government Regulation, India and U.S.A.* Bombay, Allied Publishers Private Limited, 1964. Pp. 198.

Assesses public policy in industrial relations with respect to present Indian labour legislation and the Five Year Plans, with a comparison to experience in the United States.

## Economic Conditions

9. MANITOBA ECONOMIC CONSULTATIVE BOARD. *Second Annual Report*. March 1965. Winnipeg, 1965. Pp. 53

The Board was established in October 1963. The first report describes the Board's membership, terms of reference and staff, activities and approach to its terms of reference.

The Second Report outlines the functions of the Board, its approach to its task and its proposed research program. Reviews current economic developments, medium to long-term outlook, and suggests immediate needs.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Portugal* [1964. Paris, 1964] Pp. 39.

## Economics

11. SELIER, FRANÇOIS. *Economie du travail*, par François Sellier et André Tiane. Paris, Presses universitaires de France, 1962. Pp. 636.

A textbook on labour economics intended for university students.

12. 25 *Economic Essays in English, German, and Scandinavian Languages, in Honour of Erik Lindahl, 21 November, 1956*. Stockholm, Ekonomisk Tidskrift, 1956. Pp. 412.

Partial Contents: Macroeconomics and Linear Programming, by Ragnar Frisch. Self determination and Economic Assistance for Underdeveloped Countries, by Dag Hammarskjöld. On Wage-Drift; a Problem of Money-Wage Dynamics, by Bent Hansen and Gosta Rehn. Methods of Dynamic Analysis, by John R. Hicks.

## Education

13. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Report of a Survey on Programmed Instruction in the Federal Government Service*. Conducted in co-operation with the Canadian Council for Research in Education by the Technical and Vocational Training Branch, Department of Labour, Ottawa. Ottawa, 1965. Pp. 21.

14. INTERNATIONAL BUSINESS ADMINISTRATION CONFERENCE, INDIANA UNIVERSITY, 1963. *Education in International Business; Proceedings of the International Business Administration Conference sponsored by the Graduate School of Business, Indiana University, Bloomington, Indiana*. Stefan H. Robeck and Lee C. Nehrt, editors. Bloomington, Ind., Graduate School of Business, Indiana University [c1964]. Pp. 175.

"International business programs and course descriptions at selected schools": p. 124-164.

15. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. STUDY GROUP IN THE ECONOMICS OF EDUCATION. *The Residual Factor and Economic Growth*. Paris, 1964. Pp. 279.

Partial Contents: Measuring the Contribution of Education (and the Residual) to Economic Growth, by Edward E. Denison. Economic Growth and Technical Progress. An Essay in Sequence Analysis, by Ingvar Svennilson. A Planning Model for the Educational Require-

ments of Economic Development, by Jan Tinbergen and H. C. Bos. Towards a New Political Economy? or Some Problems of Some Aspects of Economics in the Light of "Human Resource" Concepts, by John Vaizey. Includes comments on papers.

16. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Education and National Development in Mexico*, by Charles Nash Myers. Princeton, 1965. Pp. 147.

An examination of the development of human resources in Mexico in the periods 1920 to 1940 and 1940 to 1960. The author shows that in regions where economic growth has been rapid, educational growth has been rapid and where economic growth has been slow, educational growth has been slow.

#### Education, Vocational

17. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Counseling and Guidance for Educational and Vocational Development*. Ottawa, 1965. Pp. 37.

18. MARTIN, VICTOR. *Accelerated Vocational Training for Adults, a Comparative Study; Objectives, Organization, Syllabuses and Methods, Future Prospects*. Paris, Organization for Economic Cooperation and Development [1965] Pp. 132.

Describes the steps taken to promote the training of adults by using methods described as "accelerated," in Belgium, France, Great Britain and the Netherlands.

19. U.S. DEPARTMENT OF LABOR. *Manpower Research and Training, in Accordance with Section 309 of the Manpower Development and Training Act; Report of the Secretary of Labor transmitted to Congress. March 1965*. Washington, GPO, 1965. Pp. 219.

20. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Organizing a Dental Assistant Training Program*. Developed jointly by the Division of Vocational and Technical Education of the U.S. Office of Education and the Division of Dental Public Health and Resources of the U.S. Public Health Service. Washington, GPO, 1965. Pp. 43.

#### Industrial Relations

21. COYLE, JOHN B. *Human Relations and Business Management*. [Ann Arbor, Mich., Edward Brothers, inc., c1959] Pp. 101.

Contents: Human Relations. Personnel Relations. Labor Relations. Communications. Social Legislation.

22. FINKELMAN, JACOB. *The Ontario Labour Relations Board and Natural Justice*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1965. Pp. 60.

"Most of the material [in this volume] constitutes the substance of lectures delivered to the students of the Faculty of Law, Queen's University, Kingston, in March, 1963. The material, however, has been revised, expanded, and brought up to date."

The author, Chairman of the Ontario Labour Relations Board, describes how the Board has carried out its duties since its formation in 1944.

23. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Labour Relations and Conditions of Work in Britain*. London, 1964. Pp. 43.

24. U.S. ATOMIC ENERGY LABOR-MANAGEMENT RELATIONS PANEL. *Report [to the President] Fiscal Years 1957-1964*. [Washington, GPO, 1965?] Pp. 23.

The Panel was established "to handle disputes threatening interference with an essential part of the United States atomic energy program." This report covers the eight-year period from July 1, 1956, through June 30, 1964 during which time the Panel handled an average of about five cases each year.

25. WOOD, WILLIAM DONALD. *The Current Status of Labour-Management Cooperation in Canada*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1964. Pp. 50.

This study was prepared for the National Labour-Management Conference convened by the Economic Council of Canada, Ottawa, November 9-10, 1964. The author, who is Director of the Industrial Relations Centre, Queen's University, examines recent developments in industrial relations in the unionized sector of the economy.

#### Insurance, Unemployment

26. MACKIN, PAUL J. *Extended Unemployment Benefits*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1965. Pp. 41.

A study of U.S. Federal-State unemployment insurance legislation and of recent trends in long-term unemployment. Special attention is given to the Temporary Extended Unemployment Compensation Act of 1961.

27. U.S. BUREAU OF EMPLOYMENT SECURITY. *Unemployment Insurance: State Laws and Experience*. [Rev. ed. Washington, GPO, 1965] 1 vol. (unpaged).

#### Labour Organization

28. SHARMA, G. K. *Labour Movement in India, its Past and Present*. [1st ed.] Jullundur, University Publishers, 1963, Pp. 250.

A history of trade unionism in India from 1885 to 1960.

29. STEWART, MARGARET. *The Needle is threaded. 'The History of an Industry'*, by Margaret Stewart and Leslie Hunter. London, Heinemann/Newman Neame, 1964. Pp. 241.

The history of the National Union of Tailors and Garment Workers.

## Labour Supply

30. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *The Metal Industries; a Study of Occupational Trends in the Metal Manufacturing and Metal Using Industries*. London, HMSO, 1965. Pp. 98.

The industries covered in this report include metal manufacture, engineering and electrical goods, shipbuilding and marine engineering, vehicles, and other metal goods. Information was obtained from 307 firms, with a labour force of 1,183,000, regarding the number of workers employed in 1958 and in 1963 and an estimate of the number being employed in 1968.

31. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Sociological Factors influencing Labour Mobility; a Pilot Study of Two Sub-regions of New Brunswick*, by L. Paul Metzger [and] Thomas V. Philbrook. [Fredericton] 1964. Pp. 70.

Report of an investigation conducted by two sociologists into non-economic factors influencing labour mobility and adaptability.

32. U.S. BUREAU OF EMPLOYMENT SECURITY. *Hired Farmworkers in the United States*. [Rev. ed. Washington, GPO, 1965] Pp. 38.

## Labouring Classes

33. INTERNATIONAL LABOUR OFFICE. *Report to the Government of the Union of Burma on the Establishment of a Manpower Information Programme*. Geneva, 1964. Pp. 18. At head of title: Expanded programme of technical assistance. Report prepared by Dr. M. M. Mehta. *Supplement, Report on the Manpower Situation in Burma*, prepared by Dr. M. M. Mehta, I.L.O. expert. Geneva, 1964. Pp. 131.

34. MOORE, WILBERT ELLIS, ed. *Labor Commitment and Social Change in Developing Areas*. Edited by Wilbert E. Moore and Arnold S. Feldman. New York, Social Science Research Council, 1960. Pp. 378.

"Outgrowth of a conference, sponsored by the Committee on Economic Growth of the Social Science Research Council, and held in Chicago on March 28-30, 1958."

This book is concerned with economic development, industrialization and the labour market in developing countries.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Sweden*. Washington, GPO., 1965. Pp. 68.

36. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the United Arab Republic (Egypt)*. Washington, GPO, 1965. Pp. 100.

37. WIRTZ, WILLIAM WILLARD. *Labor and the Public Interest*. Introd. by John T. Dunlop. [1st ed.] New York, Harper & Row, 1964. Pp. 196.

Contains talks by the U.S. Secretary of Labor on a number of different topics: collective bargaining, labour unions, discrimination in employment, automation, manpower policy, etc.

## Pensions

38. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *The Canada Pension Plan; Actuarial Report*. Ottawa, Queen's Printer, 1965. Pp. 83.

Covers the main aspects of the Canada Pension Plan: coverage, definition of terms relating to earnings, automatic adjustment features, earnings test, age retirement pensions, disability pensions, survivors' pensions, death benefits, and contributions. Includes short and long-range estimates for the Plan.

39. U.S. PRESIDENT'S COMMITTEE ON CORPORATE PENSION FUNDS AND OTHER PRIVATE RETIREMENT AND WELFARE PROGRAMS. *Public Policy and Private Pension Programs; a Report to the President on Private Employee Retirement Plans*. Washington, GPO, 1965. 1 vol. (various pagings).

Partial Contents: Development of Private Retirement Plans. The Public Interest in Private Retirement Plans. Relation of Private Plans to the Public Retirement Program. Private Pensions, Labour Mobility, and Manpower Policy. Vesting. Funding for Financial Solvency. Portability and Insurance. Financial Aspects of Retirement Plans. Protecting the Interests of Employees in the Investments of Retirement Funds.

## Women

40. ONTARIO. WOMEN'S BUREAU. *What do Women think about working; a Survey*. [Toronto, 1965?] 1 vol. (unpaged).

The Ontario Women's Bureau conducted a survey at the Canadian National Exhibition in Toronto in August 1964. A sample of 3,500 women completed the questionnaire which asked what the respondent thought of working, expectations concerning jobs and training, and questions related to family responsibilities. This pamphlet gives details of the results of the survey.

41. U.S. WOMEN'S BUREAU. *Digest of State Equal Pay Laws*. 1965 ed. Washington, GPO, 1965 Pp. 26.

## Miscellaneous

42. CLARK, M.G. *Canada and World Trade*. Ottawa, Queen's Printer, 1965. Pp. 64. Economic Council of Canada. Staff study no. 7.

43. COYLE, JOHN B. *Wage and Salary Administration*. [Ann Arbor, Mich., Edward Brothers, inc. c1959] Pp. 89.

Contents: Wage Surveys. Job Evaluation. Wage Structure. Administration. Factory Incentive Systems. Commission and Bonus Plans. Paid Suggestion Systems. Indirect Economic Benefits. Financing the Fringes. Negotiation of Rates. Legislation. Evaluation of Compensation Plans.

44. DEMCZYNOSKI, S. *Automation and the Future of Man*. London, G. Allen & Unwin, 1964. Pp. 238.

The author thinks that there is a disparity between technological and scientific achievements on one hand, and social progress on the other. "Scientifically we are like gods when compared with any previous civilization. Sociologically we are still barbarians." He explains this theory in this book.

45. *Functionalism in the Social Sciences: the Strength and Limits of Functionalism in Anthropology, Economics, Political Science, and Sociology*. Edited by Don Martindale. Philadelphia, American Academy of Political and Social Science, 1965. Pp. 162.

46. LAIRD, ELEANOR SCHREMSEK. *The Engineering Secretary's Complete Handbook*. Englewood Cliffs, N.J., Prentice-Hall [1962] Pp. 235.

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Sales Analysis*. New York, 1965. Pp. 90.

Contents: The Uses of Sales Analysis. The Ingredients of Sales Information. Establishing and meeting Sales Information Needs. Effective Presentation of Sales Data. Ensuring Effective Use of Sales Reports. Includes Case Studies.

48. U.S. CONGRESS. HOUSE. COMMITTEE ON WAYS AND MEANS. *United*

*States-Canada Automotive Products Agreement. Hearings before the Committee on Ways and Means, House of Representatives, Eighty-ninth Congress, First Session on H.R.6960, "The Automotive Products Trade Act of 1965"*. April 27, 28 and 29, 1965. Washington, GPO, 1965. Pp. 312.

49. U.S. COUNCIL OF ECONOMIC ADVISERS. *Report to the President on Steel Prices*. Washington, 1965. Pp. 67.

50. U.S. NATIONAL SCIENCE FOUNDATION. *Industrial R&D Funds in Relation to Other Economic Variables*. Washington, GPO, 1965. Pp. 124.

A mail survey of expenditures on research and development in industrial surveys covering the year 1958 was carried out by the U.S. National Science Foundation in 1959. In this study, expenditure on research and development is related to such things as total employment, payroll, net sales, new capital expenditures, etc.

51. VROOM, VICTOR HAROLD. *Work and Motivation*. New York, Wiley, 1964. Pp. 331.

Discusses the interrelationship of work and motivation and examines three matters: "1. The choices made by persons among work roles. 2. The extent of their satisfaction with their chosen work roles. 3. The level of their performance or effectiveness in their chosen work roles."

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 13, 1965**

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	7,159	609	2,038	2,621	1,221	670
Men.....	5,047	440	1,460	1,806	871	470
Women.....	2,112	169	578	815	350	200
14-19 years.....	689	67	222	217	127	56
20-24 years.....	943	95	318	297	151	82
25-44 years.....	3,130	236	903	1,183	518	290
45-64 years.....	2,177	191	542	836	385	223
65 years and over.....	220	20	53	88	40	19
Employed.....	6,939	580	1,945	2,572	1,197	645
Men.....	4,879	415	1,385	1,774	852	453
Women.....	2,060	165	560	798	345	192
Agriculture.....	523	31	103	134	235	20
Non-agriculture.....	6,416	549	1,842	2,438	962	625
Paid workers.....	5,866	499	1,678	2,241	876	572
Men.....	4,005	349	1,169	1,509	583	395
Women.....	1,861	150	509	732	293	177
Unemployed.....	220	29	93	49	24	25
Men.....	168	25	75	32	19	17
Women.....	52	*	18	17	*	*
Persons not in labour force.....	6,093	667	1,798	2,040	1,003	585
Men.....	1,521	194	430	489	255	153
Women.....	4,572	473	1,368	1,551	748	432

\*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED  
NOVEMBER 13, 1965, CANADA**

(estimates in thousands)

Source: Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over <sup>(1)</sup> .....	13,252	2,170	3,791	1,000	3,892	970	1,429
Labour force.....	7,159	689	3,654	840	1,065	691	220
Employed.....	6,939	639	3,573	794	1,049	673	211
Unemployed.....	220	50	81	46	16	18	*
Not in labour force.....	6,093	1,481	137	160	2,827	279	1,209
Participation rate <sup>(2)</sup>							
1965, November 13.....	54.0	31.8	96.4	84.0	27.4	71.2	15.4
October 16.....	54.5	31.5	96.7	84.6	27.9	71.5	15.4
Unemployment rate <sup>(2)</sup>							
1965, November 13.....	3.1	7.3	2.2	5.5	1.5	2.6	*
October 16.....	2.4	6.6	1.6	3.8	1.4	1.9	*

<sup>(1)</sup>Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000.

**TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 13, 1965**

(estimates in thousands)

Source: Labour Force Survey

	November 1965	October 1965	November 1964 <sup>(1)</sup>
Total unemployed.....	220	171	257
On temporary layoff up to 30 days.....	16	10	14
Without work and seeking work.....	204	161	243
Seeking full-time work.....	188	152	228
Seeking part-time work.....	16	*	15
Seeking under 1 month.....	90	64	94
Seeking 1-3 months.....	70	55	83
Seeking 4-6 months.....	24	22	32
Seeking more than 6 months.....	20	20	34

<sup>(1)</sup>Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

\*Less than 10,000.

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						Totals <sup>(2)</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7							2,035.1
April.....	53.1	587.3	185.1							2,070.6
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August*.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	81.5	2,234.7
September†....	57.4	626.4	209.8	37.5	195.5	39.1	317.0	702.4	82.4	2,295.2

### Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January.....	53.0	578.5	185.9							2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7							2,109.6
April.....	55.1	592.6	189.4							2,121.4
May.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June.....	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July.....	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August*.....	57.6	611.8	190.5	32.2	164.1	38.9	313.3	681.1	81.0	2,191.6
September†....	57.1	612.1	204.4	30.8	162.1	38.3	316.1	689.4	81.3	2,212.5

<sup>(1)</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. The figures in the six columns under "Quarterly Totals" have been published monthly since May 1965.

<sup>(2)</sup>Includes post office wages and salaries.

<sup>(3)</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August employers in the principal non-agricultural industries reported a total employment of 3,441,473. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
<b>Averages</b>						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
<b>1964—</b>						
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
<b>1965—</b>						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April.....	132.1	210.8	90.55	124.6	214.2	94.18
May.....	136.6	210.8	90.56	127.3	213.4	93.82
June.....	141.0	212.0	91.07	130.3	213.8	94.02
July*.....	142.1	212.2	91.18	129.6	211.3	92.90
August†.....	143.7	212.3	91.22	131.4	212.1	93.25

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964
<b>Provinces</b>				\$	\$	\$
Atlantic Region.....	127.2	126.1	118.9	75.46	74.76	72.50
Newfoundland.....	180.4	180.1	158.9	81.79	80.56	79.12
Prince Edward Island.....	163.2	164.2	159.5	61.95	61.76	60.60
Nova Scotia.....	107.1	107.0	102.5	74.20	72.44	71.20
New Brunswick.....	126.1	122.9	118.9	73.73	74.62	70.87
Quebec.....	143.5	140.8	136.6	88.71	88.71	85.14
Ontario.....	144.0	142.8	137.7	94.37	94.28	90.46
Prairie Region.....	153.9	153.6	145.3	87.72	87.60	83.55
Manitoba.....	125.6	125.5	119.9	83.53	83.13	79.65
Saskatchewan.....	148.9	148.7	141.0	85.01	85.73	81.86
Alberta.....	189.8	189.3	177.7	91.11	91.86	87.36
British Columbia.....	143.8	142.5	133.8	101.73	102.36	94.81
<b>Canada.....</b>	<b>143.7</b>	<b>142.1</b>	<b>136.4</b>	<b>91.22</b>	<b>91.18</b>	<b>87.19</b>
<b>Urban areas</b>						
St. John's.....	174.9	173.8	160.5	71.78	70.78	66.55
Sydney.....	77.2	77.3	78.8	88.82	77.50	84.07
Halifax.....	133.9	133.6	127.7	77.34	76.59	73.01
Moncton.....	119.7	119.3	115.1	70.36	72.41	67.91
Saint John.....	113.7	114.3	104.5	75.89	75.19	71.45
Chicoutimi—Jonquiere.....	125.5	124.5	124.4	104.66	107.07	104.63
Quebec.....	142.1	139.7	134.0	78.88	76.49	74.87
Sherbrooke.....	127.1	124.2	123.4	77.72	77.80	74.34
Shawinigan.....	120.3	120.2	107.7	94.55	95.75	90.73
Three Rivers.....	133.8	132.5	131.4	80.70	80.76	81.31
Drummondville.....	101.0	98.5	98.5	74.16	71.74	70.48
Montreal.....	146.7	143.6	138.9	91.31	90.76	86.90
Ottawa—Hull.....	154.0	155.0	147.6	85.45	84.14	81.25
Kingston.....	150.6	148.6	142.3	90.87	91.04	86.86
Peterborough.....	116.6	114.8	110.7	97.96	98.21	95.41
Oshawa.....	167.8	238.0	212.7	113.63	115.98	104.74
Toronto.....	156.5	156.3	152.4	95.90	94.33	91.10
Hamilton.....	136.9	135.5	128.3	99.64	99.91	95.25
St. Catharines.....	141.2	133.2	128.3	104.17	104.64	101.90
Niagara Falls.....	133.1	123.3	125.2	87.91	87.50	83.98
Brantford.....	109.9	107.3	95.1	89.29	90.79	82.55
Guelph.....	153.5	149.6	142.4	86.14	84.57	81.04
Galt.....	140.3	137.3	134.0	83.05	82.43	77.24
Kitchener.....	161.5	161.2	150.9	85.15	85.50	81.23
Sudbury.....	153.1	152.4	137.5	103.37	103.05	97.30
Timmins.....	91.8	90.2	88.4	87.02	82.13	76.76
London.....	157.9	157.1	150.3	86.96	85.94	84.19
Sarnia.....	146.4	143.4	135.1	118.66	116.24	114.38
Windsor.....	100.1	92.6	89.1	105.77	103.84	104.45
Sault Ste. Marie.....	169.7	169.4	167.8	111.89	111.83	109.24
Fort William—Port Arthur.....	139.3	137.1	121.4	83.64	90.89	86.81
Winnipeg.....	126.8	126.4	121.6	80.26	79.76	76.93
Regina.....	168.1	166.0	161.0	83.50	82.52	79.89
Saskatoon.....	169.0	170.0	163.8	79.06	79.82	75.93
Edmonton.....	240.8	240.4	224.5	85.99	85.95	81.83
Calgary.....	218.3	217.7	199.7	90.44	90.28	87.47
Vancouver.....	142.2	140.8	132.1	98.59	98.08	92.96
Victoria.....	133.9	135.1	124.6	89.83	90.18	83.62

# TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
in thousands												
Forestry.....	Aug. 1965 <sup>p</sup>	5.1	0.3	2.1	9.4	30.6	14.0	0.6	0.2	3.6	21.6	87.4
	July 1965 <sup>r</sup>	5.0	0.2	2.3	10.0	29.4	13.5	0.6	0.2	3.4	20.9	85.5
	Aug. 1964	4.7	0.1	2.4	10.6	29.6	13.4	0.5	0.2	2.2	20.8	84.0
Mines, quarries and oil wells.....	Aug. 1965 <sup>p</sup>	6.5	0.1	7.9	2.7	27.8	35.4	5.6	5.2	19.1	10.6	121.0
	July 1965 <sup>r</sup>	6.3	0.1	7.9	2.6	28.2	35.7	5.8	5.1	19.0	10.7	121.4
	Aug. 1964	4.9	—	7.8	2.4	26.6	34.5	4.3	4.0	18.5	9.9	112.9
Manufacturing industries.....	Aug. 1965 <sup>p</sup>	13.9	2.9	34.5	28.1	490.4	745.4	49.0	14.9	47.8	122.1	1,540.0
	July 1965 <sup>r</sup>	14.8	3.0	34.2	26.8	480.6	738.9	48.7	14.9	47.7	122.2	1,532.0
	Aug. 1964	13.0	3.1	33.0	27.0	472.5	729.1	47.1	14.1	44.0	117.0	1,498.7
Non-durable goods manufacturing.....	Aug. 1965 <sup>p</sup>	11.0	2.3	18.5	18.4	308.5	342.7	26.8	9.7	26.1	47.6	508.5
	July 1965 <sup>r</sup>	11.9	2.4	18.3	17.1	300.9	332.3	26.2	9.6	25.7	47.2	501.7
	Aug. 1964	10.2	2.6	17.9	17.3	298.6	336.3	27.0	9.5	24.4	46.2	490.0
Durable goods manufacturing.....	Aug. 1965 <sup>p</sup>	2.9	0.6	16.0	9.7	183.9	402.8	22.3	5.2	21.7	74.5	739.5
	July 1965 <sup>r</sup>	2.9	0.6	15.9	9.7	179.7	404.6	22.5	5.3	22.0	75.0	740.3
	Aug. 1964	2.8	0.5	15.1	9.7	173.9	392.8	20.1	4.6	19.6	70.8	708.7
Construction.....	Aug. 1965 <sup>p</sup>	11.1	2.0	12.9	13.1	116.2	156.7	16.9	16.1	37.4	37.3	419.7
	July 1965 <sup>r</sup>	10.6	1.9	12.7	12.9	114.7	153.7	17.0	16.3	37.1	37.3	414.0
	Aug. 1964	8.7	1.5	11.1	9.8	116.7	138.1	17.2	14.7	31.8	31.4	381.1
Transportation, communication and other utilities.....	Aug. 1965 <sup>p</sup>	16.6	2.7	22.5	21.2	170.0	208.6	43.4	28.8	50.4	73.2	637.2
	July 1965 <sup>r</sup>	15.5	2.6	22.9	21.1	166.2	208.8	43.6	29.1	50.3	72.2	632.2
	Aug. 1964	15.6	2.8	22.6	20.2	164.1	204.8	43.5	28.1	50.5	68.9	621.0
Trade.....	Aug. 1965 <sup>p</sup>	15.9	3.7	27.4	23.2	233.8	356.0	48.6	35.9	69.8	91.8	906.1
	July 1965 <sup>r</sup>	15.8	3.9	27.8	23.0	232.0	358.6	49.5	36.4	69.8	92.5	909.2
	Aug. 1964	14.9	3.3	26.5	22.5	222.4	342.9	46.6	34.4	66.3	86.8	886.6
Finance, insurance and real estate.....	Aug. 1965 <sup>p</sup>	1.5	0.6	5.7	4.1	69.0	102.4	11.7	7.8	14.1	21.5	238.4
	July 1965 <sup>r</sup>	1.5	0.6	5.7	4.1	69.6	103.1	11.7	7.8	14.2	21.6	239.9
	Aug. 1964	1.4	0.5	5.5	4.0	65.7	98.5	11.5	7.3	13.8	20.0	228.4
Service (commercial sector) <sup>(1)</sup> .....	Aug. 1965 <sup>p</sup>	5.2	2.2	12.7	9.5	140.8	214.3	26.2	15.6	41.1	60.8	528.4
	July 1965 <sup>r</sup>	5.4	2.2	13.0	9.3	139.9	216.8	25.0	15.6	41.3	59.4	527.8
	Aug. 1964	4.6	2.1	12.6	8.3	125.7	200.9	23.3	14.0	38.3	54.4	484.1
Total—Specified industries.....	Aug. 1965 <sup>p</sup>	75.7	14.4	125.7	111.3	1,278.6	1,832.9	202.0	124.4	283.3	438.9	4,487.2
	July 1965 <sup>r</sup>	74.9	14.4	126.4	109.7	1,290.6	1,829.2	201.9	125.3	282.7	436.9	4,462.2
	Aug. 1964	67.8	13.4	121.5	104.8	1,223.3	1,762.2	194.0	116.8	265.4	409.2	4,278.4

<sup>(1)</sup>Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

<sup>p</sup>Preliminary figures. <sup>r</sup>Revised. Note: Estimates may not add to totals due to rounding.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in *Employment and Payrolls*

Industries	Employment			Average weekly wages and salaries		
	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964
				\$	\$	\$
<b>Mining</b> .....	<b>129.5</b>	<b>129.6</b>	<b>118.4</b>	<b>110.38</b>	<b>109.95</b>	<b>104.09</b>
Metal mining.....	146.8	147.3	131.6	111.93	112.56	104.88
Gold.....	58.8	60.9	63.2	92.02	91.32	85.32
Other metal.....	227.9	227.0	195.1	116.46	117.81	110.77
Fuels.....	86.5	86.0	81.8	115.56	111.22	110.80
Coal.....	37.2	36.7	36.6	85.27	70.77	81.94
Oil and natural gas.....	286.6	285.9	265.2	131.49	132.27	126.97
Non-metal.....	177.5	177.3	166.1	97.09	98.23	91.52
<b>Manufacturing</b> .....	<b>131.4</b>	<b>129.6</b>	<b>126.4</b>	<b>93.25</b>	<b>92.90</b>	<b>89.65</b>
Durable goods.....	137.9	137.6	132.1	101.07	100.22	97.56
Non-durable goods.....	126.0	122.8	121.6	86.08	86.04	82.46
Food and beverages.....	141.2	134.1	135.9	78.80	80.62	74.82
Meat products.....	149.8	149.8	142.2	89.45	89.91	87.60
Canned and preserved fruits and vegetables.....	225.7	161.7	211.5	62.75	64.15	55.34
Grain mill products.....	97.0	96.5	99.1	91.46	91.05	87.91
Bread and other bakery products.....	118.3	118.8	116.5	79.60	80.90	76.06
Distilled and malt liquors.....	98.6	100.4	100.0	115.42	116.87	108.88
Tobacco and tobacco products.....	82.2	82.3	82.7	94.37	94.00	93.41
Rubber products.....	123.5	120.7	119.4	97.53	96.12	93.64
Leather products.....	90.3	88.4	91.4	63.53	62.07	61.52
Boots and shoes (except rubber).....	91.6	90.5	94.1	62.06	60.01	59.89
Other leather products.....	88.0	84.6	86.6	66.31	66.06	64.72
Textile products (except clothing).....	93.8	91.9	91.8	76.16	74.57	74.12
Cotton yarn and broad woven goods.....	76.9	76.0	75.9	73.29	69.42	71.53
Woolen goods.....	68.3	67.2	68.4	69.95	68.98	65.80
Synthetic textiles and silk.....	121.0	119.7	119.9	84.17	83.29	79.86
Clothing (textile and fur).....	104.9	101.4	102.1	59.27	57.75	57.23
Men's clothing.....	110.4	107.7	105.7	57.23	55.65	55.5
Women's clothing.....	117.1	111.5	115.4	61.72	59.76	59.27
Knit goods.....	82.9	80.0	75.8	59.36	58.53	57.43
Wood products.....	125.0	123.9	121.2	81.34	80.12	77.97
Saw and planing mills.....	127.0	126.3	125.8	83.39	82.46	79.95
Furniture.....	139.0	135.8	128.5	79.29	77.42	76.31
Other wood products.....	86.9	87.3	83.7	72.18	70.84	67.74
Paper products.....	144.8	143.6	137.8	108.99	108.19	104.44
Pulp and paper mills.....	143.6	143.1	138.8	116.65	115.84	111.82
Other paper products.....	147.6	144.7	135.3	91.38	90.31	86.28
Printing, publishing and allied industries.....	131.7	131.1	125.0	101.95	101.55	97.76
Iron and steel products.....	135.7	133.6	124.8	106.50	105.63	102.20
Agricultural implements.....	82.1	82.5	73.7	107.03	110.03	109.52
Fabricated and structural steel.....	191.2	187.0	164.4	109.29	108.51	103.59
Hardware and tools.....	135.6	133.4	126.5	92.66	91.27	88.59
Heating and cooking appliances.....	121.0	119.5	114.3	90.96	89.94	87.38
Iron castings.....	117.3	115.1	107.6	104.16	104.08	97.81
Machinery, industrial machinery.....	170.4	164.9	148.5	103.66	103.44	98.53
Primary iron and steel.....	157.5	157.0	150.9	121.80	118.86	115.11
Sheet metal products.....	136.7	133.8	127.5	103.84	103.82	99.30
Wire and wire products.....	138.7	140.3	128.7	103.53	101.20	102.84
Transportation equipment.....	123.6	128.7	126.9	109.40	108.30	107.51
Aircraft and parts.....	217.0	245.9	255.0	111.97	108.48	109.14
Motor vehicles.....	122.0	132.7	140.1	123.06	125.44	123.75
Motor vehicle parts and accessories.....	174.0	166.7	155.1	106.68	104.24	106.41
Railroad and rolling stock equipment.....	63.9	64.2	69.5	101.31	99.86	92.31
Shipbuilding and repairing.....	147.6	144.4	136.8	102.82	102.82	96.46
Non-ferrous metal products.....	140.6	139.0	135.2	104.94	104.79	100.10
Aluminum products.....	145.6	144.0	151.6	102.41	103.68	95.29
Brass and copper products.....	112.5	109.5	116.0	99.99	100.53	98.37
Smelting and refining.....	155.6	154.8	145.8	114.51	114.25	109.61
Electrical apparatus and supplies.....	174.9	171.4	163.3	98.38	97.19	95.26
Heavy electrical machinery.....	128.4	128.1	122.6	105.46	106.33	102.30
Telecommunication equipment.....	305.5	296.7	280.9	93.44	93.31	91.32
Non-metallic mineral products.....	177.9	176.5	167.5	101.18	100.32	96.13
Clay products.....	99.0	98.2	96.8	88.49	89.73	84.76
Glass and glass products.....	195.9	196.4	183.8	94.77	94.38	89.21
Products of petroleum and coal.....	148.5	148.3	147.6	134.63	134.49	131.97
Petroleum refining and products.....	151.4	151.3	150.5	135.68	135.44	133.15
Chemical products.....	150.7	150.2	141.6	109.05	107.97	104.76
Medicinal and pharmaceutical preparations.....	136.4	139.0	130.3	100.06	98.07	93.77
Acids, alkalis and salts.....	173.0	170.8	162.3	123.02	121.54	115.96
Miscellaneous manufacturing industries.....	172.7	170.0	169.3	80.32	80.24	78.17
<b>Construction</b> .....	<b>161.0</b>	<b>159.1</b>	<b>148.9</b>	<b>105.08</b>	<b>104.30</b>	<b>97.56</b>
Building and general engineering.....	167.0	161.7	145.0	112.33	111.24	104.17
Highways, bridges and streets.....	159.1	154.7	155.3	92.51	92.30	87.39
<b>Electric and motor transportation</b> .....	<b>161.5</b>	<b>163.4</b>	<b>152.0</b>	<b>97.84</b>	<b>96.50</b>	<b>93.30</b>
<b>Service</b> .....	<b>217.1</b>	<b>216.1</b>	<b>200.8</b>	<b>64.87</b>	<b>65.12</b>	<b>60.69</b>
Hotels and restaurants.....	186.5	185.9	172.3	48.32	48.45	46.13
Laundries and dry cleaning plants.....	174.7	174.4	161.4	56.46	56.73	53.84
<b>Industrial composite</b> .....	<b>143.7</b>	<b>142.1</b>	<b>136.4</b>	<b>91.22</b>	<b>91.18</b>	<b>87.19</b>

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE**

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBSNOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	August 1965	July 1965	August 1964	August 1965	July 1965	August 1964
				\$	\$	\$
Newfoundland.....	43.5	43.0	39.5	1.75	1.63	1.73
Nova Scotia.....	40.5	41.4	41.7	1.80	1.76	1.73
New Brunswick.....	40.6	41.6	40.2	1.70	1.75	1.64
Quebec.....	42.3	41.5	42.4	1.88	1.87	1.81
Ontario.....	41.1	40.8	41.4	2.20	2.21	2.13
Manitoba.....	40.4	40.6	40.5	1.93	1.92	1.81
Saskatchewan.....	40.1	40.2	39.1	2.11	2.12	2.07
Alberta (includes Northwest Territories).....	40.4	40.1	40.5	2.15	2.17	2.08
British Columbia (includes Yukon Territory).....	37.1	37.7	37.2	2.62	2.60	2.47

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING**SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.2	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April.....	41.1	2.11	86.96	208.3	151.0
May.....	41.0	2.11	86.58	207.4	149.2
June.....	41.2	2.11	86.89	208.2	149.2
July*.....	40.8	2.09	85.36	204.5	146.7
August†.....	41.1	2.10	86.10	206.3	148.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964	Aug. 1965	July 1965	Aug. 1964
<b>Mining</b> .....	<b>42.2</b>	<b>41.8</b>	<b>41.6</b>	<b>2.42</b>	<b>2.43</b>	<b>2.39</b>	<b>102.24</b>	<b>101.55</b>	<b>95.53</b>
Metal mining.....	42.2	42.2	41.4	2.51	2.52	2.38	105.97	106.48	98.59
Gold.....	42.4	41.7	41.9	2.00	2.00	1.86	84.85	83.33	78.00
Other metals.....	42.1	42.3	41.3	2.65	2.66	2.55	111.38	112.68	105.34
Fuels.....	41.5	38.3	40.8	2.30	2.28	2.18	95.63	87.42	88.93
Coal.....	41.9	35.3	42.0	1.97	1.88	1.90	82.66	66.25	79.64
Oil and natural gas.....	41.0	42.2	38.9	2.75	2.73	2.67	112.81	114.94	103.99
Non metal.....	43.2	44.1	43.0	2.18	2.19	2.09	94.31	96.35	90.00
<b>Manufacturing</b> .....	<b>41.1</b>	<b>40.8</b>	<b>41.3</b>	<b>2.09</b>	<b>2.09</b>	<b>2.02</b>	<b>86.00</b>	<b>85.36</b>	<b>83.31</b>
Durable goods.....	41.6	41.2	41.9	2.27	2.27	2.21	94.51	93.33	92.39
Non-durable goods.....	40.7	40.4	40.7	1.91	1.92	1.84	77.83	77.40	74.73
Food and beverages.....	40.5	41.0	40.2	1.77	1.79	1.69	71.69	73.52	67.71
Meat products.....	40.5	40.7	41.1	2.08	2.09	2.02	84.43	85.19	83.29
Canned and preserved fruits and vegetables.....	40.6	39.1	39.6	1.43	1.44	1.26	57.86	56.32	49.85
Grain mill products.....	42.6	43.0	43.0	2.03	2.01	1.96	86.60	86.51	84.09
Bread and other bakery products.....	40.9	41.4	40.9	1.81	1.82	1.75	74.00	75.19	71.47
Distilled liquors.....	42.0	41.4	40.8	2.45	2.49	2.35	102.97	103.11	95.84
Malt liquors.....	40.2	42.2	39.2	2.62	2.61	2.53	105.48	110.15	99.38
Tobacco and tobacco products.....	37.2	37.1	38.2	2.37	2.36	2.30	88.20	87.43	87.83
Rubber products.....	42.0	41.4	42.5	2.19	2.18	2.08	91.85	90.05	88.31
Leather products.....	40.0	39.3	40.6	1.46	1.45	1.40	58.66	56.98	56.94
Boots and shoes (except rubber).....	40.0	38.9	40.7	1.43	1.41	1.36	57.40	55.00	55.44
Other leather products.....	40.0	40.0	40.6	1.53	1.53	1.48	61.15	61.02	59.95
Textile products (except clothing).....	42.3	41.3	42.6	1.64	1.62	1.56	69.24	67.04	66.49
Cotton yarn and broad woven goods.....	41.4	39.2	42.2	1.67	1.64	1.61	68.95	64.27	67.91
Woolen goods.....	43.2	42.8	42.6	1.49	1.47	1.41	64.40	62.88	60.15
Synthetic textiles and silk.....	42.6	41.9	43.2	1.77	1.77	1.67	75.68	74.15	71.93
Clothing (textile and fur).....	38.8	38.0	39.5	1.39	1.38	1.33	54.07	52.21	52.65
Men's clothing.....	38.5	37.5	39.2	1.37	1.35	1.31	52.79	50.77	51.24
Women's clothing.....	37.5	36.5	38.1	1.51	1.49	1.45	56.69	54.45	55.43
Knit goods.....	41.9	41.5	42.3	1.29	1.27	1.24	54.02	52.86	52.66
*Wood products.....	41.4	41.1	41.5	1.86	1.85	1.80	77.21	75.86	74.47
Saw and planing mills.....	40.5	40.3	40.4	1.97	1.95	1.92	79.80	78.83	77.60
Furniture.....	43.5	42.6	43.5	1.71	1.69	1.63	74.22	71.81	70.76
Other wood products.....	42.3	41.9	42.9	1.57	1.56	1.47	66.40	65.22	63.15
Paper products.....	42.0	42.0	41.6	2.46	2.44	2.37	103.30	102.32	98.84
Pulp and paper mills.....	41.9	42.0	41.5	2.65	2.62	2.55	110.82	109.87	105.89
Other paper products.....	42.4	41.9	42.1	1.99	1.98	1.89	84.25	82.85	79.52
Printing, publishing and allied industries.....	39.4	39.2	39.2	2.58	2.56	2.48	101.76	100.36	97.40
*Iron and steel products.....	41.8	41.6	42.1	2.43	2.42	2.33	101.45	100.74	97.84
Agricultural implements.....	40.1	40.8	41.8	2.45	2.50	2.45	98.42	101.93	102.53
Fabricated and structural steel.....	43.0	42.6	42.7	2.39	2.38	2.25	102.66	101.40	96.10
Hardware and tools.....	42.1	41.9	42.9	2.04	2.01	1.92	85.99	84.25	82.48
Heating and cooking appliances.....	41.2	40.6	41.2	2.06	2.05	1.97	85.06	83.12	81.20
Iron castings.....	42.7	42.8	42.4	2.31	2.37	2.24	98.69	101.34	94.69
Machinery, industrial.....	42.9	42.6	42.9	2.32	2.07	2.19	99.32	98.82	93.75
Primary iron and steel.....	40.5	40.6	40.8	2.88	2.83	2.72	116.68	114.78	110.98
Sheet metal products.....	41.9	42.0	42.0	2.34	2.34	2.24	98.07	98.43	94.28
Wire and wire products.....	42.4	41.8	43.4	2.33	2.29	2.28	98.79	95.61	98.91
*Transportation equipment.....	40.9	40.3	42.1	2.50	2.50	2.43	102.30	100.67	102.24
Aircraft and parts.....	41.5	39.8	42.3	2.40	2.39	2.37	99.47	95.18	100.43
Motor vehicles.....	39.6	40.7	43.2	2.80	2.83	2.72	110.72	115.10	117.42
Motor vehicle parts and accessories.....	41.5	41.0	43.2	2.46	2.40	2.39	102.10	98.60	103.13
Railroad and rolling stock equipment.....	41.0	40.3	40.2	2.43	2.43	2.26	99.68	97.88	90.76
Shipbuilding and repairing.....	41.0	38.8	40.9	2.47	2.43	2.31	101.15	94.45	94.59
*Non-ferrous metal products.....	41.3	41.1	40.8	2.36	2.36	2.30	97.55	96.75	93.82
Aluminum products.....	42.5	43.1	41.3	2.11	2.12	2.05	89.87	91.64	84.68
Brass and copper products.....	42.4	42.2	42.7	2.19	2.17	2.22	92.81	91.37	94.54
Smelting and refining.....	40.7	40.5	40.1	2.66	2.65	2.57	108.04	107.35	102.95
*Electrical apparatus and supplies.....	41.0	40.4	41.1	2.10	2.09	2.05	86.01	84.18	84.08
Heavy electrical machinery and equipment.....	41.3	41.6	41.1	2.33	2.34	2.29	96.13	97.35	93.85
Telecommunication equipment.....	39.9	39.0	39.7	1.87	1.85	1.83	74.48	72.22	72.52
*Non-metallic mineral products.....	44.1	44.0	44.2	2.18	2.16	2.08	96.16	95.09	91.81
Clay products.....	42.4	42.6	42.8	1.96	1.95	1.87	82.85	83.04	79.78
Glass and glass products.....	41.4	41.5	41.6	2.17	2.14	2.09	89.65	88.81	86.96
Products of petroleum and coal.....	41.5	41.5	41.7	2.92	2.91	2.94	121.25	120.96	122.67
Petroleum refining and products.....	41.6	41.6	41.8	2.95	2.94	2.98	122.87	122.36	124.55
Chemical products.....	41.1	40.7	40.8	2.31	2.30	2.25	95.01	93.66	91.66
Medicinal and pharmaceutical preparations.....	39.5	40.1	39.9	1.81	1.82	1.75	71.62	72.93	69.92
Acids, alkalis and salts.....	41.4	41.1	40.0	2.69	2.67	2.59	111.34	109.82	103.42
Miscellaneous manufacturing industries.....	41.3	40.9	41.4	1.67	1.68	1.64	69.12	68.62	67.80
<b>Construction</b> .....	<b>43.0</b>	<b>43.1</b>	<b>42.9</b>	<b>2.41</b>	<b>2.39</b>	<b>2.23</b>	<b>103.81</b>	<b>102.99</b>	<b>95.59</b>
Building and general engineering.....	41.8	41.9	41.8	2.64	2.61	2.45	110.64	109.32	102.20
Highways, bridges and streets.....	45.4	45.6	44.9	1.97	1.97	1.86	89.55	89.59	83.57
<b>Electric and motor transportation</b> .....	<b>44.2</b>	<b>43.6</b>	<b>44.9</b>	<b>2.20</b>	<b>2.18</b>	<b>2.08</b>	<b>97.33</b>	<b>95.11</b>	<b>93.56</b>
<b>Service</b> .....	<b>37.0</b>	<b>37.2</b>	<b>37.8</b>	<b>1.27</b>	<b>1.27</b>	<b>1.19</b>	<b>46.86</b>	<b>47.10</b>	<b>45.00</b>
Hotels and restaurants.....	36.8	37.0	37.1	1.21	1.21	1.15	44.48	44.63	42.65
Laundries and dry cleaning plants.....	39.0	39.3	40.0	1.24	1.23	1.14	48.16	48.34	45.73

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 592, June issue.

**TABLE D-1—UNFILED VACANCIES AND REGISTRATIONS ON HAND**

(Source: National Employment Service, Department of Labour)

Period	Unfiled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
November 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
November 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
November 1962.....	22,077	19,204	41,281	323,801	127,955	456,756
November 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965 <sup>(1)</sup> .....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965 <sup>(1)</sup> .....	48,183	27,246	75,429	218,819	118,073	336,892

<sup>(1)</sup> Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, OCTOBER 1964—OCTOBER 1965**

(Source: National Employment Service, Department of Labour)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—October.....	228,509	99,357	88,832	41,509	72,982	30,636
1964—November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142 <sup>R</sup>	116,261 <sup>R</sup>	55,870	90,690	41,419
October <sup>(1)</sup> .....	192,065	92,729	92,067	39,869	73,120	29,113

<sup>R</sup> Revised.

<sup>(1)</sup> Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,  
DURING OCTOBER 1965<sup>1</sup>**

(Source: National Employment Service, Department of Labour)

Industry Group	Male	Female	Total	Change from October 1964	
<b>Agriculture, Fishing, Trapping</b> .....	<b>8,738</b>	<b>1,962</b>	<b>10,700</b>	+	825
<b>Forestry</b> .....	<b>1,769</b>	<b>12</b>	<b>1,781</b>	—	964
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,254</b>	<b>53</b>	<b>1,307</b>	+	232
Metal Mining .....	853	15	868	+	221
Fuels .....	151	24	175	—	19
Non-Metal Mining .....	53	5	58	—	31
Quarrying, Clay and Sand Pits .....	119	2	121	+	41
Prospecting .....	78	7	85	+	20
<b>Manufacturing</b> .....	<b>18,339</b>	<b>7,837</b>	<b>26,176</b>	+	612
Food and Beverages .....	2,609	1,543	4,152	+	50
Tobacco and Tobacco Products .....	7	64	71	+	28
Rubber Products .....	234	106	340	+	81
Leather Products .....	295	309	604	—	18
Textile Products (except clothing) .....	765	418	1,183	+	90
Clothing (textile and fur) .....	463	1,513	1,976	—	203
Wood Products .....	2,687	257	2,944	+	615
Paper Products .....	1,225	284	1,509	—	86
Printing, Publishing and Allied Industries .....	1,112	785	1,897	+	555
Iron and Steel Products .....	3,293	469	3,762	—	47
Transportation Equipment .....	1,974	342	2,316	—	258
Non-Ferrous Metal Products .....	651	176	827	+	89
Electrical Apparatus and Supplies .....	787	589	1,376	—	37
Non-Metallic Mineral Products .....	767	84	851	—	26
Products of Petroleum and Coal .....	50	9	59	—	23
Chemical Products .....	591	327	918	—	112
Miscellaneous Manufacturing Industries .....	829	562	1,391	—	86
<b>Construction</b> .....	<b>14,771</b>	<b>222</b>	<b>14,993</b>	+	153
General Contractors .....	10,297	120	10,417	+	349
Special Trade Contractors .....	4,474	102	4,576	—	196
<b>Transportation, Storage and Communication</b> .....	<b>6,438</b>	<b>378</b>	<b>6,816</b>	—	123
Transportation .....	5,562	190	5,752	—	303
Storage .....	757	74	831	+	227
Communication .....	119	114	233	—	47
<b>Public Utility Operation</b> .....	<b>309</b>	<b>49</b>	<b>358</b>	+	56
<b>Trade</b> .....	<b>11,367</b>	<b>5,013</b>	<b>16,380</b>	—	413
Wholesale .....	5,085	1,395	6,480	+	175
Retail .....	6,282	3,618	9,900	—	588
<b>Finance, Insurance and Real Estate</b> .....	<b>510</b>	<b>973</b>	<b>1,483</b>	—	190
<b>Service</b> .....	<b>9,625</b>	<b>12,614</b>	<b>22,239</b>	—	1,573
Community or Public Service .....	1,030	1,497	2,527	+	55
Government Service .....	2,313	762	3,075	—	196
Recreation Service .....	473	169	642	—	126
Business Service .....	1,218	783	2,001	+	266
Personal Service .....	4,591	9,403	13,994	—	1,572
<b>GRAND TOTAL</b> .....	<b>73,120</b>	<b>29,113</b>	<b>102,233</b>	—	1,385

<sup>1</sup> Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,  
AS AT OCTOBER 23, 1965<sup>1</sup>**

(Source: National Employment Service, Department of Labour)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and Managerial Workers.....	6,378	2,238	8,616
Clerical Workers.....	12,953	43,252	56,205
Sales Workers.....	5,100	11,777	16,877
Personal and Domestic Service Workers.....	25,955	19,025	44,980
Seamen.....	627	8	635
Agriculture, Fishing, Forestry (Ex. log.).....	3,831	200	4,031
Skilled and Semi-Skilled Workers.....	53,030	11,444	64,474
Food and kindred products (incl. tobacco).....	643	303	946
Textiles, clothing, etc.....	1,180	6,670	7,850
Lumber and lumber products.....	3,528	94	3,622
Pulp, paper (incl. printing).....	710	350	1,060
Leather and leather products.....	578	722	1,300
Stone, clay and glass products.....	128	33	161
Metalworking.....	6,036	583	6,619
Electrical.....	989	738	1,727
Transportation equipment.....	482	24	506
Mining.....	470	—	470
Construction.....	11,315	—	11,315
Transportation (except seamen).....	9,622	88	9,710
Communications and public utility.....	361	1	362
Trade and service.....	2,582	1,081	3,663
Other skilled and semi-skilled.....	10,188	569	10,757
Foremen.....	1,327	179	1,506
Apprentices.....	2,891	9	2,900
Unskilled Workers.....	47,770	17,049	64,819
Food and tobacco.....	1,559	2,978	4,537
Lumber and lumber products.....	4,496	319	4,815
Metalworking.....	2,277	437	2,714
Construction.....	21,584	5	21,589
Other unskilled workers.....	17,854	13,310	31,164
GRAND TOTAL.....	155,644	104,993	260,637

<sup>1</sup>Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS ON HAND BY LOCAL OFFICE AREAS,  
AT OCTOBER 29, 1965**

(SOURCE: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Oct. 29, 1965	Previous Year Oct. 30, 1964		(1) Oct. 29, 1965	Previous Year Oct. 30, 1964
<b>Newfoundland</b> .....	<b>5,431</b>	<b>6,531</b>	<b>Quebec—Concluded</b>		
Corner Brook.....	1,156	1,265	Sherbrooke.....	3,106	3,151
Grand Falls.....	616	649	Sorel.....	1,049	1,723
St. John's.....	3,659	4,617	Thetford Mines.....	1,196	1,615
<b>Prince Edward Island</b> .....	828	904	Trois-Rivières.....	2,266	2,846
Charlottetown.....	513	561	Val-d'Or.....	770	819
Summerside.....	315	343	Valleyfield.....	987	1,261
<b>Nova Scotia</b> .....	<b>9,967</b>	<b>11,715</b>	Victoriaville.....	997	1,165
Amherst.....	330	474	Ville St. Georges.....	1,313	1,245
Bridgewater.....	482	532	<b>Ontario</b> .....	<b>83,317</b>	<b>107,835</b>
Halifax.....	3,667	3,891	Arnprior.....	98	166
Inverness.....	116	138	Barrie.....	840	911
Kentville.....	470	715	Belleville.....	768	1,134
Liverpool.....	227	195	Bracebridge.....	384	436
New Glasgow.....	1,062	775	Brampton.....	819	838
Springhill.....	254	367	Brantford.....	1,459	1,087
Sydney.....	1,794	2,590	Brockville.....	220	346
Sydney Mines.....	420	539	Carleton Place.....	142	200
Truro.....	593	732	Chatham.....	923	899
Yarmouth.....	552	767	Cobourg.....	387	799
<b>New Brunswick</b> .....	<b>9,539</b>	<b>10,845</b>	Collingwood.....	390	342
Bathurst.....	1,003	1,125	Cornwall.....	1,216	1,627
Campbellton.....	766	928	Elliot Lake.....	158	279
Edmundston.....	326	548	Fort Erie.....	278	303
Fredericton.....	771	774	Fort Frances.....	211	262
Minto.....	152	139	Fort William.....	645	1,094
Moncton <sup>(2)</sup> .....	2,863	2,654	Galt.....	685	1,030
Newcastle.....	773	934	Gananogue.....	144	195
Saint John.....	1,795	2,301	Goderich.....	149	195
St. Stephen.....	725	1,000	Guelph.....	769	754
Sussex.....	180	200	Hamilton.....	7,167	6,922
Woodstock.....	185	245	Hawkesbury.....	386	390
<b>Quebec</b> .....	<b>87,600</b>	<b>102,200</b>	Kapuskasing.....	353	406
Alma.....	1,242	1,202	Kenora.....	365	452
Asbestos.....	276	368	Kingston.....	1,258	1,416
Baie Comeau.....	563	704	Kirkland Lake.....	481	488
Beauharnois.....	493	590	Kitchener.....	1,189	1,380
Buckingham.....	402	476	Leamington.....	329	491
Causapsal.....	442	614	Lindsay.....	339	926
Chandler.....	597	742	Listowel.....	46	112
Chicoutimi.....	1,662	1,532	London.....	2,828	2,871
Cowansville.....	213	230	Long Branch.....	2,074	2,612
Dolbeau.....	921	839	Midland.....	301	446
Drummondville.....	1,277	1,289	Napanea.....	214	250
Farnham.....	197	269	New Liskeard.....	217	221
Forestville.....	410	240	Newmarket.....	533	665
Gaspé.....	512	465	Niagara Falls.....	992	1,107
Granby.....	955	1,228	North Bay.....	688	820
Hull.....	2,203	2,071	Oakville.....	736	417
Joliette.....	1,791	2,219	Orillia.....	426	520
Jonquière.....	1,947	2,193	Oshawa.....	4,556	14,694
Lachute.....	339	445	Ottawa.....	4,171	4,188
Lac-Mégantic.....	564	725	Owen Sound.....	508	565
La Malbaie.....	965	723	Parry Sound.....	117	154
La Tuque.....	628	592	Pembroke.....	595	853
Lévis.....	1,755	1,821	Perth.....	180	357
Louisville.....	521	752	Peterborough.....	1,414	2,065
Magog.....	477	371	Picton.....	122	245
Maniwaki.....	403	388	Port Arthur.....	980	1,202
Matane.....	744	634	Port Colborne.....	330	477
Mont-Laurier.....	363	420	Prescott.....	244	356
Montmagny.....	598	718	Renfrew.....	179	218
Montréal.....	29,170	38,868	St. Catharines.....	1,763	4,675
New Richmond.....	580	459	St. Thomas.....	427	451
Port Alfred.....	487	485	Sarnia.....	1,153	1,145
Québec.....	8,312	8,486	Sault Ste. Marie.....	1,320	1,218
Rimouski.....	1,293	1,300	Simcoe.....	329	527
Rivière-du-Loup.....	1,705	2,092	Smiths Falls.....	215	238
Roberval.....	1,050	1,110	Stratford.....	203	433
Rouyn.....	1,179	1,171	Sturgeon Falls.....	254	341
Ste. Agathe des Monts.....	473	528	Sudbury.....	1,648	2,095
Ste. Anne de Bellevue.....	511	616	Tillsonburg.....	192	279
Ste. Thérèse.....	1,149	1,315	Timmins.....	982	950
St. Hyacinthe.....	810	949	Toronto.....	21,991	26,035
St. Jean.....	1,269	1,412	Trenton.....	503	543
St. Jérôme.....	1,095	1,372	Walkerton.....	185	288
Sept-Îles.....	1,007	740	Wallaceburg.....	165	174
Shawinigan.....	2,366	2,612	Welland.....	1,054	1,541
			Weston.....	1,676	2,091
			Windsor.....	3,976	3,210
			Woodstock.....	278	418

**TABLE D-5—REGISTRATIONS ON HAND BY LOCAL OFFICE AREAS,  
AT OCTOBER 29, 1965**

(Source: National Employment Service, Department of Labour)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Oct. 29, 1965	Previous Year Oct. 30, 1964		(1) Oct. 29, 1965	Previous Year Oct. 30, 1964
<b>Manitoba</b> .....	<b>10,962</b>	<b>12,683</b>	<b>British Columbia</b> .....	<b>34,902</b>	<b>38,487</b>
Brandon.....	711	804	Chilliwack.....	707	784
Dauphin.....	312	390	Courtenay.....	534	537
Flin Flon.....	141	155	Cranbrook.....	401	439
Portage la Prairie.....	283	340	Dawson Creek.....	474	558
The Pas.....	186	239	Duncan.....	348	410
Winnipeg.....	9,329	10,755	Kamloops.....	1,119	1,338
<b>Saskatchewan</b> .....	<b>5,790</b>	<b>6,903</b>	Kelowna.....	581	595
Estevan.....	57	134	Mission City.....	478	583
Lloydminster.....	71	88	Nanaimo.....	651	629
Moose Jaw.....	550	620	Nelson.....	380	453
North Battleford.....	285	381	New Westminster.....	4,948	5,204
Prince Albert.....	669	841	Penticton.....	862	652
Regina.....	1,709	2,110	Port Alberni.....	435	504
Saskatoon.....	1,770	1,983	Prince George.....	1,250	1,583
Swift Current.....	180	226	Prince Rupert.....	935	1,114
Weyburn.....	78	119	Quesnel.....	349	578
Yorkton.....	421	401	Trail.....	506	421
<b>Alberta</b> .....	<b>12,301</b>	<b>13,845</b>	Vancouver.....	15,951	18,206
Blainmore.....	199	134	Vernon.....	727	675
Calgary.....	4,560	6,296	Victoria.....	3,048	2,917
Drumheller.....	134	169	Whitehorse.....	218	293
Edmonton.....	4,930	6,449	<b>CANADA</b> .....	<b>260,637</b>	<b>313,951</b>
Edson.....	135	128			
Grande Prairie.....	403	429	Males.....	155,644	203,340
Lethbridge.....	928	888			
Medicine Hat.....	545	781	Females.....	104,993	110,611
Red Deer.....	467	571			

(1) Preliminary.

(2) Includes registrations reported by the Iles-de-la-Madeleine, Que. local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, L.G., Oct., p. 1002.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

*SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of	Total	Employed	Claimants
1965—August.....	4,639,000	4,466,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800
1964—December.....	4,582,000	4,103,800	478,200
November.....	4,491,000	4,216,500	274,500
October.....	4,432,000	4,217,500	214,500
September.....	4,437,000	4,263,400	173,600
August.....	4,463,000	4,281,000	182,000

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, SEPTEMBER 1965**

*SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,362	1,011	351	1,192	625	567	585
Prince Edward Island.....	199	135	64	230	146	84	68
Nova Scotia.....	5,189	2,475	2,714	5,822	4,690	1,132	1,556
New Brunswick.....	2,426	1,682	744	2,425	1,452	973	896
Quebec.....	23,873	15,342	8,531	23,893	15,816	8,077	9,462
Ontario.....	22,837	16,312	6,525	24,658	14,314	10,344	9,290
Manitoba.....	1,968	1,482	486	2,080	1,261	799	544
Saskatchewan.....	1,195	927	268	1,158	665	493	402
Alberta.....	3,193	2,285	908	2,875	1,795	1,080	1,158
British Columbia (incl. Yukon Territory).....	9,595	6,643	2,952	9,721	6,116	3,605	3,176
Total, Canada, September 1965....	71,837	48,294	23,534	74,034	46,880	27,154	27,137
Total, Canada, August 1965.....	83,866	58,592	25,274	97,993	50,617	47,376	29,334
Total, Canada, September 1964....	85,842	55,467	30,375	83,763	55,759	28,004	32,923

\*In addition, revised claims received numbered 26,096.

†In addition, 28,277 revised claims were disposed of. Of these, 2,425 were special requests not granted and 1,470 appeals by claimants. There were 5,845 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES  
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,  
OCTOBER 31, 1965**

(Counted on last working day of the month)

Source: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	August 31, 1965	September 30, 1964
CANADA.....	157,323	70,888	39,666	28,099	18,670	172,451	173,645
Male.....	90,556	45,029	21,699	14,307	9,521	102,756	104,858
Female.....	66,767	25,859	17,967	13,792	9,149	69,695	68,787
Newfoundland.....	3,536	1,345	1,028	762	401	3,500	4,458
Male.....	2,394	997	691	471	235	2,407	3,356
Female.....	1,142	348	337	291	166	1,093	1,102
Prince Edward Island.....	500	244	206	81	56	700	579
Male.....	305	120	120	30	35	430	371
Female.....	285	124	86	54	21	270	208
Nova Scotia.....	9,619	4,925	1,781	1,848	1,065	7,903	8,835
Male.....	7,196	4,111	1,202	1,272	611	5,483	6,468
Female.....	2,423	814	579	576	454	2,420	2,367
New Brunswick.....	6,178	2,653	1,481	1,338	706	6,516	7,260
Male.....	4,105	1,828	958	954	365	4,365	4,674
Female.....	2,073	825	523	384	341	2,151	2,586
Quebec.....	48,846	22,615	12,621	8,414	5,196	51,900	56,980
Male.....	30,540	15,954	7,248	4,506	2,832	32,846	36,985
Female.....	18,306	6,661	5,373	3,908	2,364	19,054	19,995
Ontario.....	55,953	23,559	15,483	9,993	6,918	68,883	57,185
Male.....	29,269	13,096	8,321	4,507	3,345	40,379	31,238
Female.....	26,684	10,463	7,162	5,486	3,573	28,504	25,947
Manitoba.....	5,491	2,113	1,266	1,073	1,039	6,158	6,394
Male.....	2,764	1,087	561	601	515	3,042	3,519
Female.....	2,727	1,026	705	472	524	3,116	2,875
Saskatchewan.....	3,148	1,274	754	643	477	3,070	3,567
Male.....	1,202	478	268	228	228	1,197	1,620
Female.....	1,946	796	486	415	249	1,873	1,947
Alberta.....	6,683	3,129	1,431	1,275	848	6,515	9,647
Male.....	3,215	1,618	549	527	521	3,097	5,546
Female.....	3,468	1,511	882	748	327	3,418	4,101
British Columbia.....	17,279	9,031	3,015	2,669	1,964	17,306	18,740
Male.....	9,566	5,740	1,781	1,211	884	9,510	11,081
Female.....	7,713	3,291	1,834	1,458	1,130	7,796	7,659

\* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, SEPTEMBER 1965**

Source: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	9,334	204,125
Prince Edward Island.....	2,192	45,121
Nova Scotia.....	24,699	549,187
New Brunswick.....	17,863	391,240
Quebec.....	156,416	3,643,017
Ontario.....	181,891	4,401,141
Manitoba.....	16,315	374,601
Saskatchewan.....	9,228	202,577
Alberta.....	19,878	464,269
British Columbia (including Yukon Territory).....	50,549	1,226,133
Total, Canada, September 1965.....	488,365	11,501,411
Total, Canada, August 1965.....	546,764	12,790,935
Total, Canada, September 1964.....	538,557	12,791,963

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## F—Prices

### TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—November.....	135.9	132.0	139.3	120.9	141.4	170.7*	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3

Note: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

### TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1965

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	Oct. 1964	Sept. 1965	Oct. 1965							
(1) St. John's, Nfld.....	121.8	123.1	122.9	119.2	116.7	116.7	121.5	166.3	148.5	116.1
Halifax.....	131.5	134.8	134.5	130.1	135.2	132.9	138.8	171.0	171.9	125.9
Saint John.....	134.6	137.5	137.1	133.3	135.3	130.6	146.6	192.9	156.2	126.6
Montreal.....	135.2	138.1	138.5	139.8	137.0	116.4	167.1	184.1	158.4	127.1
Ottawa.....	135.6	139.0	138.5	135.8	138.2	126.3	161.9	185.0	150.5	126.7
Toronto.....	136.7	141.1	140.8	134.9	142.4	129.2	148.6	176.4	190.9	123.9
Winnipeg.....	132.0	135.3	135.3	133.5	130.2	129.1	137.8	189.9	143.8	138.3
Saskatoon-Regina.....	129.7	132.2	132.2	133.3	128.5	133.7	136.8	151.0	152.5	124.4
Edmonton-Calgary.....	128.0	130.9	130.6	126.8	128.2	132.1	134.2	175.2	144.8	120.5
Vancouver.....	132.6	135.8	135.4	133.5	135.2	125.4	150.1	158.5	151.2	123.3

N.B.: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1007, October issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964—October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965—January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	38	87	16,080	161,560	0.15

\*Preliminary

**TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1965, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	3	1,199	23,980
Mines.....	2	517	6,520
Manufacturing.....	53	6,856	81,970
Construction.....	13	2,666	11,450
Transpn. & utilities.....	7	3,655	28,700
Trade.....	4	45	790
Finance.....			
Service.....	5	1,144	8,150
Public administration.....			
All industries.....	87	16,080	161,560

**TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1965, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	626	1,040
Prince Edward Island.....			
Nova Scotia.....	3	95	360
New Brunswick.....	1	388	1,170
Quebec.....	20	4,337	58,240
Ontario.....	40	5,496	50,550
Manitoba.....	5	341	2,960
Saskatchewan.....	1	228	4,720
Alberta.....			
British Columbia.....	11	986	15,370
Federal.....	4	3,585	27,150
All jurisdictions.....	87	16,080	161,560

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accu- mulated		
FORESTRY						
Price Brothers, Chicoutimi, Quebec.	Bush Workers Farmers' Union (Ind.)	1,091	21,820	36,000	Sept. 14 .....	Wages, hours~
MINES						
<i>Metal</i> Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	413	6,000	6,000	Oct. 1 .....	Wages, hours~
<i>Non-Metal</i> Quebec Lithium Corp., Barraute, Quebec.	Steelworkers Loc. 5321 (AFL-CIO/CLC)	104	520	520	Oct. 23 .....	Wages~
MANUFACTURING						
<i>Food and Beverages</i> Various Breweries Vancouver and Victoria, B.C.	Brewery Workers Locs. 280 and 300 (AFL-CIO/CLC)	370	5,180	16,450	Aug. 23 Oct. 22	Wages~15¢ retroactive to Jan. 1, 1965, 13¢ an hr. Jan. 1, 1966, 14¢ on Jan. 1, 1967; im- proved vacations, sickness and accident benefits; 60-65 per cent of normal wage rate when laid off for 15-78 wks according to seniority.
Robin Hood Flour Ltd.,** Port Colborne, Ontario.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	181	180	1,090	Sept. 23 Oct. 4	Wages, fringe benefits~10¢ and 12¢ per hr. wage in- creases, improved fringe ben- efits and job classification adjustments.
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 and 327 (AFL-CIO/CLC)	827	16,540	19,020	Sept. 28 .....	Wages~
<i>Rubber</i> Mansfield-Denman, Welland, Ontario.	Rubber Workers Loc. 455 (AFL-CIO/CLC)	375	190	570	Sept. 30 Oct. 1	Alleged unjust lay-off of one employee~Return of workers.
Gates Rubber of Canada, Brantford, Ontario	Rubber Workers Loc. 733 (AFL-CIO/CLC)	152	760	760	Oct. 6 Oct. 14	Grievances~Return of workers.
<i>Paper</i> Cie de Papier Rolland, Mount Rolland, Quebec.	Papermakers Loc. 454 (AFL-CIO/CLC)	170	170	170	Oct. 28 Oct. 29	Disciplinary suspension of one employee~Return of workers.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ontario.	Typographical Union Loc. 91 (AFL-CIO/CLC)	505	10,280	153,040	July 9 1964	Working conditions as affect- ed by computers, job secur- ity, union membership of foremen~
La Tribune Inc., Sherbrooke, Quebec.	C.N.T.U.	132	1,580	1,580	Oct. 14 .....	Wages~
<i>Primary Metals</i> Fittings Ltd., Oshawa, Ontario.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	647	3,980	51,400	June 24 Oct. 12	Wages, welfare program~ Immediate increase of 10¢ an hr., 6¢ on May 1, 1966, 4¢ Nov. 1, 1966, 6¢ May 1, 1967, 4¢ Nov. 1, 1967; Improved welfare program.
The Algoma Steel Corp., Sault Ste. Marie Ontario.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	273	2,730	5,190	Sept. 20 Oct. 18	Refusal by four employees over new assignment of work ~Return of workers.
<i>Metal Fabricating</i> Winchester-Western Ltd., Cobourg, Ontario.	Machinists Loc. 788 (AFL-CIO/CLC)	179	3,580	4,030	Sept. 28 .....	Wages~
Reynolds Extrusion Sales Co. Ltd., Oshawa, Ontario.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	185	220	220	Oct. 26 Oct. 28	Alleged grievances~Return of workers.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Oct.	Accu- mulated		
<i>Machinery</i> S. F. Bowser Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 2901 (AFL-CIO/CLC)	116	480	480	Oct. 19 Oct. 20	Alleged unjust dismissal of one employee—Return of workers; referral to arbitration.
<i>Transportation Equipment</i> York Gears Ltd., Weston, Ontario.	Auto Workers Loc. 984 (AFL-CIO/CLC)	244	3,660	4,880	Sept. 24 Oct. 25	Wages, hours—26¢ per hr. wage increase for skilled workers, 21¢ for unskilled over a three- yr. period; 1¢ per hr. increase for afternoon shift and 3¢ for midnight shift.
General Motors of Canada, Oshawa, Ontario.	Auto Workers Loc. 222 (AFL-CIO/CLC)	122	60	60	Oct. 15 Oct. 18	Disciplinary action against one employee—Return of workers.
S. K. D. Manufacturing, Amherstburg, Ontario.	Machinists Loc. 890 (AFL-CIO/CLC)	240	48	480	Oct. 19 Oct. 21	Not clear—Return of work- ers.
<i>Electrical Products</i> Canadian Westinghouse, London, Ontario.	U.E. Loc. 546 (Ind.)	194	1,750	10,470	Aug. 4 Oct. 15	Wages, vacations, medical plan—Wage increase 14.4¢ to 21.2¢ per hr. for men, 19¢ per hr. for women, \$80 retro- active pay, 2 weeks vacation after 1 yr., full medical cov- erage paid by company.
<i>Non-Metallic Mineral Products</i> Exolon Co., Thorold, Ontario.	Chemical Workers Loc. 582 (AFL-CIO/CLC)	212	2,970	2,970	Oct. 7 Oct. 28	Wages—46¢ an hr. increase over a three-yr. agreement.
<i>Petroleum and Coal Products</i> British American Oil and Affiliates, Various locations, Saskatchewan.	Oil Workers Locs. 9-595 and 9-609 (AFL-CIO/CLC)	228	4,720	8,400	Sept. 10 .....	Wages—
British American Oil and Affiliates, Various locations, B.C.	Oil Workers Locs. 503, 9-601, 9-675 (AFL-CIO/CLC)	134	3,260	5,330	Sept. 14 .....	Wages—
British American Oil, Clarkson, Ontario.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	8,140	13,020	Sept. 15 .....	Wages—
Shell Canada Ltd., St. Boniface, Manitoba.	Oil Workers Loc. 9-600 (AFL-CIO/CLC)	157	1,820	1,820	Oct. 14 .....	Wages—
<b>CONSTRUCTION</b>						
The Corporation of Plumbing & Heating Contr., Montreal and area, Quebec.	Plumbers Loc. 144 (AFL-CIO/CLC)	470	3,760	6,110	Sept. 24 Oct. 14	Wages—20¢ an hr. increase immediately.
Toronto & District Excavators, Toronto and area, Ontario.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	128	370	1,050	Sept. 24 Oct. 7	Wages, vacation pay—25¢ per hr. on signing, 25¢ on May 1, 1966, 25¢ on May 1, 1967, 25¢ on May 1, 1968; improved vacation pay.
Fischback & Moore, Toronto, Ontario.	I.B.E.W. Loc. 353 (AFL-CIO/CLC)	100	200	200	Oct. 1 Oct. 5	Employing non-union elec- tricians—Return of workers when agreement reached.
Poole Construction, Winnipeg, Manitoba.	Painters Loc. 739 (AFL-CIO/CLC)	135	270	270	Oct. 5 Oct. 7	Hiring on non-union members by sub-contractor—Return of workers.
Ralph M. Parsons, Various locations, Ontario.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	464	2,720	2,720	Oct. 12 Oct. 20	Wages, room and board and transportation allowances— Return of workers pending negotiations.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1965**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accu- mulated		
Foundation-Lundrigan, Baie d'Espoir, Nfld.	Unorganized	575	990	990	Oct. 14 Oct. 18	Changes in swing shift every two weeks~Return of work- ers, pending further negotia- tions.
E.G.M. Cape & Company, Red Rock, Ontario.	Various unions	193	800	800	Oct. 20 .....	Jurisdictional dispute be- tween unions~
E.G.M. Cape & Company, Newcastle, N.B.	Carpenters Loc. 2262 (AFL-CIO/CLC)	388	1,170	1,170	Oct. 27 .....	Wages, overtime rates~
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Transportation</i> Cumberland Railway,** Glace Bay, N.S.	Trainmen Loc. 684 (AFL-CIO/CLC)	101	100	1,010	Sept. 19 Oct. 4	Wages, pension plan~Wage increases, improved pension plan coupled with Canada pension plan.
Furness Withy Co.,** Montreal, Quebec.	I.L.A. Loc. 375 (AFL-CIO/CLC)	125	800	800	Oct. 4 Oct. 13	To protest the dismissal of a foreman~Return of workers.
Various Transportation firms,** Various locations, Ontario.	Teamsters Locs. 879 and 938 (Ind.)	3,178	26,070	26,070	Oct. 4 Oct. 18	Wages, hours ~ return of workers pending province- wide negotiations.
<i>Power, Gas and Water</i> Twin City Gas Co., Fort William, Ontario.	CLC—directly chartered	149	440	440	Oct. 12 .....	Wages~
<b>SERVICE</b>						
<i>Education</i> Commission Scolaire Régionale de la Mauricie, Various locations, Quebec.	C.N.T.U.	525	530	9,980	Sept. 7 Oct. 4	Salaries~Salary increase.
<i>Personal Services</i> Château Frontenac, Quebec, Quebec.	Railway, Transport and General Workers Loc. 277 (CLC)	541	7,260	16,320	Sept. 6 Oct. 21	Wages, hours, vacations~ 25¢ an hr. wage increase for skilled workers, 18¢ for un- skilled spread over a three- yr. agreement; four weeks vacation after 25 years.

\*Federal jurisdiction.





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